

# CTTF Command Team Survey (Internal NORC Title)

**USMA SURVEY TITLE:** CTTF Tactical Command Team Survey

**USNA SURVEY TITLE:** Military Service Academy Company Officer Survey

**USAFA SURVEY TITLE:** Military Service Academy Squadron Commander Survey

**Min Survey Question Counts:** 42 items

**Max Survey Question Count:** 56 items

**Estimate Duration:** 20 minutes

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## Survey Specs Information

Font colors are used in the specifications as follows:

- Screen names are in **red font**.
- Input variable names are in **blue font**.
- Programmer notes are in **green font**.
- Languages fills are in **blue highlight**.

The main navigation buttons, unless otherwise noted, are:

[← Back](#)

[Next →](#)

A header will be displayed at the top of every survey question screen that reads:

**Military Service Academy Company/Squadron Commander Survey**

*All Survey Responses are Anonymous*

### Response option formatting:

- Single select items are shown as radio buttons and are preceded by the coded value:  
1 m
- Select all that apply items are shown as square check boxes and are preceded by the coded value:  
1

### Additional programmer notes:

- There are no hard or soft checks unless otherwise stated at specific screens in the pseudocode below.
- If a respondent skips an item due to the programmed skip logic, then fill the input variable with a value code of system missing.
- Skip logic will be called in our programmer notes at certain screens. Otherwise, assume linear progression through the specs. Logical skips get coded as system missing (web skip). If a respondent is presented with an item and no response is given, then fill the input variable with a value of 98 (refused).

## Academy-Specific Language Fills

When respondents select their MSA, their survey will be tailored with language specific and relevant to their MSA.

Fill Number	Fill Name	Logic	Display
1	Survey Title	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	CTTF Tactical Command Team Survey
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Military Service Academy Company Officer Survey
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Military Service Academy Squadron Commander Survey
2	TACs/TAC NCOs/COs/SELs/SCs/AMTs	Q2_ROLE = "TACTICAL OFFICER"	Tactical Officers
		Q2_ROLE = "TACTICAL NON-COMMISSIONED OFFICER"	Tactical Non-Commissioned Officers
		Q2_ROLE = "COMPANY OFFICER"	Company Officers
		Q2_ROLE = "SENIOR ENLISTED LEADER"	Senior Enlisted Leaders
		IF Q2_ROLE = "SQUADRON COMMANDER"	Squadron Commanders
		Q2_ROLE = "ACADEMY MILITARY TRAINER"	Academy Military Trainers
3	CADETS/MIDSHIPMEN	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY" OR "UNITED STATES AIR FORCE ACADEMY"	cadets
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	midshipmen
4	New Students	Q1_ACADEMY = "UNITED STATES	4CL

		MILITARY ACADEMY"	
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	4/c
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	4°
5	COMPANY/SQUADRON	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY" OR "UNITED STATES NAVAL ACADEMY"	company
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	squadron
6	Squadron/Company Command Team	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	TAC team
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	company permanent party command
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	permanent party team
7	CADET/MISHPMAN	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY" OR "UNITED STATES AIR FORCE ACADEMY"	cadet
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	midshipman
8	Commanding Officer	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	RTO
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Battalion Officer
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Group Commander
9	Alcohol/Substance Support	Q1_ACADEMY = "UNITED STATES	Army Substance Abuse Program

	Center	MILITARY ACADEMY" Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	(ASAP) Brigade Drug and Alcohol Programs Advisor (DAPA)
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Alcohol and Drug Abuse Prevention and Treatment (ADAPT)
10	Academy	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	USMA
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	USNA
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	USAFA
11	Academy Medical Group/Clinics	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Academy Medical Group/Clinics
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Brigade Medical Unit (BMU)
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Academy Medical Group/Clinics
12	Behavioral Health Services	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Behavioral health services
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Midshipmen Development Center (MDC)/Brigade Medical Unit (BMU)
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Behavioral health service
13	Family Support Centers	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Military Family Life Counselors (MFLC)
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Family Advocacy Program
		Q1_ACADEMY =	Military and Family

		"UNITED STATES AIR FORCE ACADEMY"	Support Center
14	TAC/TAC NCO/CO/SEL/SC/AMT	Q2_ROLE = "TACTICAL OFFICER"	Tactical Officer
		Q2_ROLE = "TACTICAL NON-COMMISSIONED OFFICER"	Tactical Non-Commissioned Officer
		Q2_ROLE = "COMPANY OFFICER"	Company Officer
		Q2_ROLE = "SENIOR ENLISTED LEADER"	Senior Enlisted Leader
		IF Q2_ROLE = "SQUADRON COMMANDER"	Squadron Commander
		Q2_ROLE = "ACADEMY MILITARY TRAINER"	Academy Military Trainer
15	Trained Peers (Plural)	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	ACT Cadets
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Peer Advisors
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Personal Ethics and Education Representatives (PEERs)
16	CADETS/MIDSHIPMEN'S	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY" OR "UNITED STATES AIR FORCE ACADEMY"	cadets'
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	midshipmen's
17	Trained Peer (Singular)	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	ACT Cadet
		Q1_ACADEMY = "UNITED STATES	Peer Advisor

		NAVAL ACADEMY"	
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Personal Ethics and Education Representative (PEER)
18	Performance/Personal Development Centers	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Center for Personal Development (CPD)
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Midshipmen Development Center (MDC)
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Peak Performance Center (PCC)
19	SHARP/SAPR	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Sexual Harassment Assault Response and Prevention (SHARP)
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	SAPR office
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	SAPR office
20	Jodel Monitor Liaison	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	N/A
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Deputy Commandant (a liaison with Jodel)
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Jodel monitoring team
21	Commissioned Officer Training	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	the Eisenhower Leader Development Program
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	the Leadership Education and Development Master's Program

		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	the Welsh Leader Development Program
22	Non-Commissioned Officer Training	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	the Benevides Leader Development Program (BLDP)
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	other leadership training for your role
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	the AMT Initial Skills Training
23	Dean/Provost Office	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Dean's Office
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Provost's Office
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Dean's Office
24	Command Report	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Brigade Tactical Department (BTD)
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Battalion Officer Department
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Group Commander Office
25	Club officers	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Club officers in charge
		Q1_ACADEMY = "UNITED STATES NAVAL ACADEMY"	Officer Reps
		Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"	Club officers in charge
26	Coaches/Trainers	Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"	Intercollegiate coaches and trainers

		Q1_ACADEMY = “UNITED STATES NAVAL ACADEMY”	Coaches and athletic trainers
		Q1_ACADEMY = “UNITED STATES AIR FORCE ACADEMY”	Intercollegiate coaches and trainers
27	Club Coaches/Trainers	Q1_ACADEMY = “UNITED STATES MILITARY ACADEMY”	Club team coaches and trainers
		Q1_ACADEMY = “UNITED STATES NAVAL ACADEMY”	Club team coaches and athletic trainers
		Q1_ACADEMY = “UNITED STATES AIR FORCE ACADEMY”	Club team coaches and trainers

## Survey Instrument

### Screener for Academy and Role (Min: 2 items, Max: 2 items)

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#### **Academy**

##### Q1\_ACADEMY

At which MSA are you serving?

- 1 m United States Military Academy
- 2 m United States Naval Academy
- 3 m United States Air Force Academy
- 4 m Other *[IF PARTICIPANT SELECTS THIS OPTION, THEY SHOULD BE SENT TO NEW SCREEN WITH THE FOLLOWING TEXT: "Thank you for your interest in this survey. However, you are not eligible to participate."]*

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#### **Current Role**

##### Q2\_ROLE

What is your current role?

- 1 m *[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]* Tactical Officer
- 2 m *[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]* Tactical Non-Commissioned Officer
- 3 m *[DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"]* Company Officer
- 4 m *[DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"]* Senior Enlisted Leader
- 5 m *[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]* Squadron Commander
- 6 m *[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]* Academy Military Trainer

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## Introduction Page

Welcome to the **[FILL 1: SURVEY TITLE]**. NORC at the University of Chicago (NORC) is administering this survey on behalf of the DoD. NORC is a not-for-profit organization affiliated with the University of Chicago that has been conducting survey research in the public interest of government agencies, educational institutions, private foundations, non-profit organizations, and private corporations since 1941.

As part of the Climate Transformation Task Force (CTTF), the Office of the Under Secretary of Defense for Personnel and Readiness seeks to understand how **[FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS]** perceive their roles in identifying and addressing situations that may lead to harmful behaviors among **[FILL 3: CADETS/MIDSHIPMEN]** at Military Service Academies (MSAs). This survey aims not to test individuals' knowledge but to get a general sense of approaches to preventing harmful behaviors at the MSAs. We are interested in your personal perceptions and opinions, but NORC will only report a summary of all participants' impressions, collected anonymously. We ask all MSA **[FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS]** to support the evaluation by completing this 20-minute survey. Collecting this feedback will allow USMA, USNA, and USAFA leadership to better understand the situations involving potentially harmful behavior that **[FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS]** face and their responses to those situations.

**OMB CONTROL NUMBER: 0704-0644**

**OMB EXPIRATION DATE: 01/31/2026**

### **AGENCY DISCLOSURE NOTICE**

The public reporting burden for this collection of information, 0704-0644, is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at [whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil](mailto:whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

**Thank you for your time!**

## A. Knowledge: Scenarios (Min: 11 items, Max: 11 items)

### ***INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 1***

#### **Q3\_SCEN1**

1<sup>st</sup> and 2<sup>nd</sup> class [FILL 3: CADETS/MIDSHIPMEN] start singling out [FILL 4: NEW STUDENTS]. Which behaviors by these 1<sup>st</sup> and 2<sup>nd</sup> class [FILL 3: CADETS/MIDSHIPMEN] would you consider concerning in this situation?

*Please select all that apply.*

#### **Q3a\_SCEN1**

Offering guidance to the [FILL 4: NEW STUDENTS] for managing time commitments.

#### **Q3b\_SCEN1**

Adding [FILL 5: COMPANY/SQUADRON] tasks to [FILL 4: NEW STUDENTS] workload.

#### **Q3c\_SCEN1**

Giving the [FILL 4: NEW STUDENTS] wrong instructions about obligations.

#### **Q3d\_SCEN1**

Generating playful nicknames and encouraging use across the [FILL 5: COMPANY/SQUADRON].

#### **Q3e\_SCEN1**

Spreading rumors about [FILL 4: NEW STUDENTS].

#### **Q3f\_SCEN1**

Downplaying or dismissing the [FILL 4: NEW STUDENTS]'s concerns.

#### **Q3g\_SCEN1**

Assigning inappropriate corrections.

#### **Q3h\_SCEN1**

Constantly interrupting [FILL 4: NEW STUDENTS] while they are trying to talk.

#### **Q3i\_SCEN1**

Displaying demeaning behavior towards [FILL 4: NEW STUDENTS].

#### **Q3j\_SCEN1**

None of the above *[IF Q3J\_SCEN1 IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

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### ***INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): PREVENTION FOLLOWING WARNING SIGNS***

#### **Q4\_WARNSIGN**

As a [FILL 5: COMPANY/SQUADRON] leader, what do you think your role is in addressing the unprofessional behaviors in your [FILL 5: COMPANY/SQUADRON] in the last scenario?

*Please select all that apply.*

**Q4a\_WARNSIGN**

- Watch for repetition of the problem before taking specific action.

**Q4b\_WARNSIGN**

- Immediately intervene with the involved [FILL 3: CADETS/MIDSHIPMEN] and address behaviors as you see them.

**Q4c\_WARNSIGN**

- Communicate behavior expectations to [FILL 5: COMPANY/SQUADRON].

**Q4d\_SCEN2**

- Consult your [FILL 6: SQUADRON/COMPANY COMMAND TEAM] about the incident.

**Q4e\_SCEN2**

- Consult [FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS] from other [FILL 5: COMPANY/SQUADRON] about the incident.

**Q4f\_WARNSIGN**

- Redirect involved [FILL 3: CADETS/MIDSHIPMEN] with a change in conversation or a distraction.

**Q4g\_WARNSIGN**

- Delegate intervention to [FILL 17: TRAINED PEER (SINGULAR)].

**Q4h\_WARNSIGN**

- Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

**Q4i\_WARNSIGN**

- I don't have a role in this situation. *[IF Q4i\_WARNSIGN IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

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**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 1 RESPONSE BARRIERS**

**Q5\_SCEN1BAR**

*[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q4a\_WARNSIGN to Q4h\_WARNSIGN]* What might stop you from taking any of the actions in the last scenario?

*Please select all that apply.*

*[DISPLAY IF ONLY Q4i\_WARNSIGN IS SELECTED]* Why might this scenario not be within your role responsibilities?

*Please select all that apply.*

**Q5a\_SCEN1BAR**

Concern about exposing [FILL 4: NEW STUDENTS] to reactions from other [FILL 3: CADETS/MIDSHIPMEN].

**Q5b\_SCEN1BAR**

You might not have time to respond at that given moment.

**Q5c\_SCEN1BAR**

You are worried about exacerbating the [FILL 7: CADET/MIDSHIPMAN]'s anxiety.

**Q5d\_SCEN1BAR**

Your [FILL 6: SQUADRON/COMPANY COMMAND TEAM] is concerned that your [FILL 8: COMMANDING OFFICER] would think you are too involved or overreacting.

**Q5e\_SCEN1BAR**

You are concerned about the implications for the 1<sup>st</sup> and 2<sup>nd</sup> class [FILL 16: CADETS'/MIDSHIPMEN'S) career.

**Q5f\_SCEN1BAR**

You do not feel like you are sufficiently prepared to intervene in this scenario.

**Q5g\_SCEN1BAR**

You are afraid that you are misreading warning signs.

**Q5h\_SCEN1BAR**

These warning signs might not warrant intervention yet.

**Q5i\_SCEN1BAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

**Q5j\_SCEN1BAR**

[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED:

**Q4A\_WARNSIGN to Q4H\_WARNSIGN** Nothing would prevent you from acting in this situation. [IF Q5J\_SCEN1BAR IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]

---

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 2**

**Q6\_SCEN2**

You heard some [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] talking about a popular post on Jodel about bodies of other [FILL 7: CADET/MIDSHIPMAN] sports team members. What do you think would be appropriate actions?

*Please select all that apply.*

**Q6a\_SCEN2**

- Speak to coaches of the sports team referenced.

**Q6b\_SCEN2**

- Gather your [FILL 5: COMPANY/SQUADRON] in a group setting to remind [FILL 3: CADETS/MIDSHIPMEN] of appropriate language.

**Q6c\_SCEN2**

- Consult your [FILL 6: SQUADRON/COMPANY COMMAND TEAM] about the incident.

**Q6d\_SCEN2**

- Consult [FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS] from other [FILL 5: COMPANY/SQUADRON] about the incident.

**Q6e\_SCEN2**

*[DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY" OR "UNITED STATES AIR FORCE ACADEMY"]*

- Reach out to the [FILL 20: JODEL MONITOR LIAISON] to learn more about the incident.

**Q6f\_SCEN2**

- Respond directly to the comment on Jodel about the appropriateness of the comments.

**Q6g\_SCEN2**

- Focus on the positive intent of the comments and move on.

**Q6h\_SCEN2**

- Collect more information about the post to assess the appropriate course of action.

**Q6i\_SCEN2**

- Ignore the comments to avoid fueling the behavior.

**Q6j\_SCEN2**

- Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

**Q6k\_SCEN2**

- No actions to take in this situation. *[IF Q6k\_SCEN2 IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

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**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 2 RESPONSE BARRIERS**

**Q7\_SCEN2BAR**

*[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q6a\_SCEN2 to Q6j\_SCEN2]* What might stop you from taking any of the actions in the last scenario?

*Please select all that apply.*

**[DISPLAY IF ONLY Q6K\_SCEN2 IS SELECTED]** Why might there be no actions to take in the last scenario?

*Please select all that apply.*

**Q7a\_SCEN2BAR**

Concern about exposing the **[FILL 7: CADET/MIDSHIPMAN]** to reactions from other **[FILL 3: CADETS/MIDSHIPMEN]**.

**Q7b\_SCEN2BAR**

You might not have time to respond at that given moment.

**Q7c\_SCEN2BAR**

You are worried about exacerbating the **[FILL 7: CADET/MIDSHIPMAN]**'s anxiety.

**Q7d\_SCEN2BAR**

Your **[FILL 6: SQUADRON/COMPANY COMMAND TEAM]** is concerned that your **[FILL 8: COMMANDING OFFICER]** would think you are too involved or overreacting.

**Q7e\_SCEN2BAR**

You are concerned about the implications for the **[FILL 7: CADET/MIDSHIPMAN]**'s career.

**Q7f\_SCEN2BAR**

You do not feel like you are sufficiently prepared to intervene in this scenario.

**Q7g\_SCEN2BAR**

You are afraid that you are misreading warning signs.

**Q7h\_SCEN2BAR**

These warning signs might not warrant intervention yet.

**Q7i\_SCEN2BAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* **[WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]**

**Q7j\_SCEN2BAR**

**[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q6A\_SCEN2 to Q6j\_SCEN2]** Nothing would prevent you from acting in this situation. **[IF Q7j\_SCEN2BAR IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]**

---

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 3**

**Q8\_SCEN3**

You start to notice a **[FILL 7: CADET/MIDSHIPMAN]** isolate from other **[FILL 3: CADETS/MIDSHIPMEN]**. Their mood starts to change, and you hear language from them about

not keeping up with their peers and being a burden to them. What would you do in this scenario?

*Please select all that apply.*

**Q8a\_SCEN3**

Address the situation in a group setting so the rest of the [FILL 5: COMPANY/SQUADRON] know what is happening.

**Q8b\_SCEN3**

Speak to the [FILL 7: CADET/MIDSHIPMAN] one-on-one in a private setting.

**Q8c\_SCEN3**

Tell other [FILL 3: CADETS/MIDSHIPMEN] in the [FILL 5: COMPANY/SQUADRON] that you are worried about their peer.

**Q8d\_SCEN3**

Report your concerns to your [FILL 6: SQUADRON/COMPANY COMMAND TEAM].

**Q8e\_SCEN3**

Report your concerns to your [FILL 8: COMMANDING OFFICER].

**Q8f\_SCEN3**

Share resources and services with the [FILL 7 CADET/MIDSHIPMAN].

**Q8g\_SCEN3**

Connect the [FILL 7: CADET/MIDSHIPMAN] to peer counseling/support.

**Q8h\_SCEN3**

Offer to connect the [FILL 7: CADET/MIDSHIPMAN] to mental health services and walk over with them if necessary.

**Q8i\_SCEN3**

Tell the [FILL 7: CADET/MIDSHIPMAN] that they need to work through their problems independently.

**Q8j\_SCEN3**

Talk with the [FILL 7: CADET/MIDSHIPMAN] about your concerns that they may have suicidal ideations/carry out plans for suicide.

**Q8k\_SCEN3**

Develop a safety plan with the [FILL 7: CADET/MIDSHIPMAN].

**Q8l\_SCEN3**

Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

**Q8m\_SCEN3**

Take no action in this scenario *[IF Q8m\_SCEN3 IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 3 RESPONSE BARRIERS**

Q9\_SCEN3BAR

*[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q8A\_SCEN3 to Q8L\_SCEN3]* What might stop you from taking any of the actions in the last scenario?

*Please select all that apply.*

*[DISPLAY IF ONLY Q8m\_SCEN3 IS SELECTED]* Why might there be no actions to take in the last scenario?

*Please select all that apply.*

Q9a\_SCEN3BAR

Concern about exposing the [FILL 7: CADET/MIDSHIPMAN] to reactions from other [FILL 3: CADETS/MIDSHIPMEN].

Q9b\_SCEN3BAR

You might not have time to respond at that given moment.

Q9c\_SCEN3BAR

You are worried about exacerbating the [FILL 7: CADET/MIDSHIPMAN]'s anxiety.

Q9d\_SCEN3BAR

Your [FILL 6: SQUADRON/COMPANY COMMAND TEAM] is concerned that your [FILL 8: COMMANDING OFFICER] thinks you are too involved/overreacting.

Q9e\_SCEN3BAR

You are concerned about the implications for the [FILL 7: CADET/MIDSHIPMAN]'s career.

Q9f\_SCEN3BAR

You do not feel like you are sufficiently prepared to intervene in this scenario.

Q9g\_SCEN3BAR

You are afraid that you are misreading warning signs.

Q9h\_SCEN3BAR

These warning signs might not warrant intervention yet.

Q9i\_SCEN3BAR

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

Q9j\_SCEN3BAR

*[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q8A\_SCEN3 to Q8L\_SCEN3]* Nothing would prevent you from acting in this situation. *[IF*

**Q9J\_SCEN3BAR IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]**

---

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 4**

**Q10\_SCEN4**

Over the past month, you notice a first-class [FILL 7: CADET/MIDSHIPMAN] appears to be hungover almost every time they go off base. After the fourth weekend of your noticing, you asked them about their drinking habits, but they were evasive and did not want to continue the conversation. In this scenario, what are the next steps that you might take?

*Please select all that apply.*

**Q10a\_SCEN4**

- Approach them again the next day.

**Q10b\_SCEN4**

- Ask about other areas of their lives and build rapport.

**Q10c\_SCEN4**

- Consult your [FILL 6: SQUADRON/COMPANY COMMAND TEAM] about the incident.

**Q10d\_SCEN4**

- Consult [FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS] from other [FILL 5: COMPANY/SQUADRON] about the incident.

**Q10e\_SCEN4**

- Ask a [FILL 17: TRAINED PEER (SINGULAR)] to check in on them.

**Q10f\_SCEN4**

- Offer to connect them with [FILL 9: ALCOHOL/SUBSTANCE SUPPORT CENTER] and walk over with them if necessary.

**Q10g\_SCEN4**

- Offer to connect them to the chaplain/spiritual and religious counseling and walk over with them if necessary.

**Q10h\_SCEN4**

- Offer to connect them to mental health services and walk them over if necessary.

**Q10i\_SCEN4**

- Threaten disciplinary action.

**Q10j\_SCEN4**

- Tell your concerns to their [FILL 5: COMPANY/SQUADRON] peers.

**Q10k\_SCEN4**

Other: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. **[WRITE-IN RESPONSE]**  
**[RANGE: 500 CHARACTERS]**

**Q10l\_SCEN4**

I would not take any next steps in this scenario. **[IF Q10l\_SCEN4 IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]**

---

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 4 RESPONSE BARRIERS**

**Q11\_SCEN4BAR**

**[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q10A\_SCEN4 to Q10K\_SCEN4]** What might stop you from taking any of the actions in the last scenario?

*Please select all that apply.*

**[DISPLAY IF ONLY Q10l\_SCEN4 IS SELECTED]** Why might there be no next steps to take in the last scenario?

*Please select all that apply.*

**Q11a\_SCEN4BAR**

Concern about exposing the **[FILL 7: CADET/MIDSHIPMAN]** to reactions from other **[FILL 3: CADETS/MIDSHIPMEN]**.

**Q11b\_SCEN4BAR**

You might not have time to respond at that given moment.

**Q11c\_SCEN4BAR**

You are worried about exacerbating the **[FILL 7: CADET/MIDSHIPMAN]**'s anxiety.

**Q11d\_SCEN4BAR**

Your **[FILL 6: SQUADRON/COMPANY COMMAND TEAM]** is concerned that your **[FILL 8: COMMANDING OFFICER]** would think you are too involved or overreacting.

**Q11e\_SCEN4BAR**

You are concerned about the implications for the **[FILL 7: CADET/MIDSHIPMAN]**'s career.

**Q11f\_SCEN4BAR**

You do not feel like you are sufficiently prepared to intervene in this scenario.

**Q11g\_SCEN4BAR**

You are afraid that you are misreading warning signs.

**Q11h\_SCEN4BAR**

These warning signs might not warrant intervention yet.

**Q11i\_SCEN4BAR**

Something else: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

Q11j\_SCEN4BAR

[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q10A\_SCEN4 to Q10K\_SCEN4] Nothing would prevent you from acting in this situation. [IF Q11j\_SCEN1BAR IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]

---

### **INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 5**

Q12\_SCEN5

Over the past week, you notice [FILL 7: CADET/MIDSHIPMAN] A giving unwanted attention to [FILL 7: CADET/MIDSHIPMAN] B. A was constantly teasing and trying to get the same assignments, and you saw A and B isolated in one of the hallways where B's body language looked uncomfortable. What are some of the first steps you might take in this scenario?

*Please select all that apply.*

Q12a\_SCEN5

Check in with [FILL 7: CADET/MIDSHIPMAN] A one-on-one.

Q12b\_SCEN5

Check in with [FILL 7 CADET/MIDSHIPMAN] B one-on-one.

Q12c\_SCEN5

Threaten disciplinary action against [FILL 7: CADET/MIDSHIPMAN] A.

Q12d\_SCEN5

Talk to [FILL 7: CADET/MIDSHIPMAN] A's and B's peers about your concerns.

Q12e\_SCEN5

Ask a [FILL 17: TRAINED PEER (SINGULAR)] to check in on [FILL 7: CADET/MIDSHIPMAN] B.

Q12f\_SCEN5

Ask a [FILL 17: TRAINED PEER (SINGULAR)] to discuss the issue with [FILL 7: CADET/MIDSHIPMAN] A.

Q12g\_SCEN5

Other: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

Q12h\_SCEN5

I would not take any first steps in this scenario. [IF Q12h\_SCEN5 IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 5 FOLLOW-UP**

**Q13\_SCEN5FOL**

*[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q12a\_SCEN5 to Q12g\_SCEN5: You took the selected action, but after a week,] [DISPLAY IF ONLY Q12h\_SCEN5 IS SELECTED: After a week,] you overheard [FILL 7: CADET/MIDSHIPMAN] A and B's conversation in which [FILL 7: CADET/MIDSHIPMAN] A made explicit sexual comments about [FILL 7: CADET/MIDSHIPMAN] B's physical attributes while no other people were around. In this scenario, what do you think you would do?*

*Please select all that apply.*

**Q13a\_SCEN5FOL**

Walk over and tell [FILL 7: CADET/MIDSHIPMAN] A that their comments are inappropriate.

**Q13b\_SCEN5FOL**

Walk over and ask [FILL 7: CADET/MIDSHIPMAN] B if they want to report the incident to SAPRO/SHARP.

**Q13c\_SCEN5FOL**

Redirect [FILL 7: CADET/MIDSHIPMAN] A by asking them to help you with a task.

**Q13d\_SCEN5FOL**

Join [FILL 7: CADET/MIDSHIPMAN] A and B and change the topic of the conversation.

**Q13e\_SCEN5FOL**

Follow up with [FILL 7: CADET/MIDSHIPMAN] A at a later time.

**Q13f\_SCEN5FOL**

Follow up with [FILL 7: CADET/MIDSHIPMAN] B at a later time.

**Q13g\_SCEN5FOL**

Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

**Q13h\_SCEN5FOL**

I would not do anything in this scenario. *[IF Q13h\_SCEN5FOL IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

---

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SCENARIO 5 RESPONSE BARRIERS**

**Q14\_SCEN5BAR**

**[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q13A\_SCEN5FOL to Q13G\_SCEN5FOL]** What might stop you from taking the actions you selected in the last scenario?

*Please select all that apply.*

**[DISPLAY IF ONLY Q13h\_SCEN5FOL IS SELECTED]** Why might there be no steps to take in the last scenario?

*Please select all that apply.*

**Q14a\_SCEN5BAR**

Concern about exposing **[FILL 7: CADET/MIDSHIPMAN]** A to reactions from other **[FILL 3: CADETS/MIDSHIPMEN]**.

**Q14b\_SCEN5BAR**

Concern about exposing **[FILL 7: CADET/MIDSHIPMAN]** B to reactions from other **[FILL 3: CADETS/MIDSHIPMEN]**.

**Q14c\_SCEN5BAR**

You might not have time to respond at that given moment.

**Q14d\_SCEN5BAR**

You are worried about exacerbating **[FILL 7: CADET/MIDSHIPMAN]** B's anxiety.

**Q14e\_ISCEN5BAR**

Your **[FILL 6: SQUADRON/COMPANY COMMAND TEAM]** is concerned that your **[FILL 8: COMMANDING OFFICER]** would think you are too involved or overreacting.

**Q14f\_SCEN5BAR**

You are concerned about the implications for the **[FILL 7: CADET/MIDSHIPMAN]** A's career.

**Q14g\_SCEN5BAR**

You do not feel like you are sufficiently prepared to intervene in this scenario.

**Q14h\_SCEN5BAR**

You are afraid that you are misreading warning signs.

**Q14i\_SCEN5BAR**

These warning signs might not warrant intervention yet.

**Q14j\_SCEN5BAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* **[WRITE-IN RESPONSE]** **[RANGE: 500 CHARACTERS]**

**Q14k\_SCEN5BAR**

**[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q13A\_SCEN5FOL to Q13G\_SCEN5FOL]** Nothing would prevent you from acting in this situation. **[IF Q14K\_SCEN1BAR IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]**

## B. Knowledge: Integrated Primary Prevention (Min: 4 items, Max: 4 items)

In this first section, we would like to ask a few questions about your understanding of the prevention of harmful behaviors, which may include, but are not limited to, sexual harassment and sexual assault, retaliation (peer-to-peer), suicide, domestic abuse, and racial harassment.

---

### **INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SHARED RISK FACTORS**

#### **Q15\_RISK**

What do you consider shared risk factors for harmful behaviors in the list below?

*Please select all that apply.*

##### **Q15a\_RISK**

Stress

##### **Q15b\_RISK**

Sleep

##### **Q15c\_RISK**

Workplace hostility

##### **Q15d\_RISK**

Nutrition/diet

##### **Q15e\_RISK**

Passive leadership

##### **Q15f\_RISK**

Toxic leadership

##### **Q15g\_RISK**

None of the above *[IF Q15G\_RISK IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

---

### **INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): SHARED PROTECTIVE FACTORS**

#### **Q16\_PROTECT**

What do you consider shared protective factors for harmful behaviors in the list below?

*Please select all that apply.*

##### **Q16a\_PROTECT**

Inclusion

**Q16b\_PROTECT**

Safe storage for lethal means

**Q16c\_PROTECT**

Cohesion

**Q16d\_PROTECT**

Work/life balance

**Q16e\_PROTECT**

Transformational leadership

**Q16f\_PROTECT**

None of the above *[IF Q16F\_PROTECT IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

---

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): CONTINUUM OF HARM**

**Q17\_CONTHARM**

In the list below, what do you consider harmful behaviors that fall within sexual harassment?

*Please select all that apply.*

**Q17a\_CONTHARM**

Catcalls

**Q17b\_CONTHARM**

Buying someone a drink

**Q17c\_CONTHARM**

Extortion

**Q17d\_CONTHARM**

Hazing

**Q17e\_CONTHARM**

Walking someone to class

**Q17f\_CONTHARM**

Sex-focused inappropriate jokes/comments

**Q17g\_CONTHARM**

None of the above *[IF Q17G\_CONTHARM IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

---

**INTEGRATED PRIMARY PREVENTION (KNOWLEDGE): TRAUMA-INFORMED RESPONSE**  
**Q18\_IPP\_TRAUMAINF**

In a situation where harmful behaviors may be present, what do you think is a trauma-informed response?

*Please select all that apply.*

**Q18a\_TRAUMAINF**

- Responding with acknowledgment to the role trauma can play in one's life and the presence of trauma.

**Q18b\_TRAUMAINF**

- Responding without acknowledging emotional or physiological symptoms that the [FILL 7: CADET/MIDSHIPMAN] might be experiencing.

**Q18c\_TRAUMAINF**

- Interweaving the word "trauma" into your response.

**Q18d\_TRAUMAINF**

- Asking the individual about their past trauma explicitly so you can determine the most appropriate response.

**Q18e\_TRAUMAINF**

- None of the above [IF Q18e\_TRAUMAINF IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]

---

**C. Knowledge and Attitudes: Support Services for Cadets and Midshipman (Min: 5 items, Max: 6 items)**

Next, we would like to ask you some questions about support services for [FILL 3: CADETS/MIDSHIPMEN].

---

**KNOWLEDGE OF SUPPORT SERVICES**

**Q19\_SUPSERV**

Which [FILL 10: ACADEMY] support services have you heard of in the list below?

*Please select all that apply.*

**Q19a\_SUPSERV**

- [FILL 18: PERFORMANCE/PERSONAL DEVELOPMENT CENTERS]

**Q19b\_SUPSERV**

- [DISPLAY IF Q1\_ACADEMY = "UNITED STATE MILITARY ACADEMY"] Center for Enhanced Performance (CEP)

Q19c\_SUPSERV

[FILL 13: FAMILY SUPPORT/COUNSELING CENTERS]

Q19d\_SUPSERV

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"] Family Advocacy Program

Q19e\_SUPSERV

[FILL 11: ACADEMY MEDICAL GROUP/CLINICS]

Q19f\_SUPSERV

Chaplains/Spiritual and Religious Counseling

Q19g\_SUPSERV

[FILL 9: ALCOHOL/SUBSTANCE SUPPORT CENTER]

Q19h\_SUPSERV

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"] Substance Use Disorder Clinical Care (SUDCC)

Q19i\_SUPSERV

[FILL 15: TRAINED PEERS (PLURAL)]

Q19j\_SUPSERV

[FILL 19: SHARP/SAPR]

Q19k\_SUPSERV

Other: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE]  
[RANGE: 500 CHARACTERS]

---

### ENDORSEMENT OF SUPPORT SERVICES FOR CADETS/MIDSHIPMEN

Q20\_ENDSERV

Please rate the following statements from 1 (not at all comfortable) to 4 (very comfortable).

As needed, you feel comfortable connecting the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON], to...

	Not at all comfortable	Somewhat comfortable	Moderately comfortable	Very comfortable
Q20a_ENDSERV <i>[DISPLAY IF Q19A_SUPSERV IS SELECTED]</i> <b>[FILL 18: PERFORMANCE/PERSON]</b>	1m	2m	3m	4m

AL DEVELOPMENT CENTERS]				
Q20b_ENDSERV [DISPLAY IF Q19B_SUPSERV IS SELECTED AND Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"]  Center for Enhanced Performance (CEP)	1m	2m	3m	4m
Q20c_ENDSERV [DISPLAY IF Q19C_SUPSERV IS SELECTED]  [FILL 13: FAMILY SUPPORT/COUNSELING CENTERS]	1m	2m	3m	4m
Q20d_ENDSERV [DISPLAY IF Q19D_SUPSERV IS SELECTED AND Q1_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"] Family Advocacy Program	1m	2m	3m	4m
Q20e_ENDSERV [DISPLAY IF Q19E_SUPSERV IS SELECTED]  [FILL 11: ACADEMY MEDICAL GROUP/CLINICS]	1m	2m	3m	4m
Q20f_ENDSERV [DISPLAY IF Q19F_SUPSERV IS SELECTED]  Chaplains/Spiritual and Religious Counseling	1m	2m	3m	4m
Q20g_ENDSERV [DISPLAY IF Q19G_SUPSERV IS	1m	2m	3m	4m

<b>SELECTED]</b>  <b>[FILL 9: ALCOHOL/SUBSTANCE SUPPORT CENTER]</b>				
Q20h_ENDSERV  <i>[DISPLAY IF Q19H_SUPSERV IS SELECTED AND Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY"]</i>  <b>Substance Use Disorder Clinical Care (SUDCC)</b>	1m	2m	3m	4m
Q20i_ENDSERV  <i>[DISPLAY IF Q19I_SUPSERV IS SELECTED]</i>  <b>[FILL 15: TRAINED PEERS (PLURAL)]</b>	1m	2m	3m	4m
Q20j_ENDSERV  <i>[DISPLAY IF Q19J_SUPSERV IS SELECTED]</i>  <b>[FILL 19: SHARP/SAPR]</b>	1m	2m	3m	4m
Q20k_ENDSERV  <b>Faculty (e.g., professors, education support staff)</b>	1m	2m	3m	4m
Q20l_ENDSERV  <b>Staff (e.g., varsity coaches)</b>	1m	2m	3m	4m
Q20m_ENDSERV  <b>Chain of command</b>	1m	2m	3m	4m

---

### APPLICATION OF SUPPORT SERVICES: SCENARIO 6

#### Q21\_SUP\_SCEN6

As a [FILL 5: COMPANY/SQUADRON] leader, you start to notice that a [FILL 7: CADET/MIDSHIPMAN]'s behavior over the last week has become increasingly agitated, with no regard for rules, and they keep saying that they do not have any reason to keep living. You also thought you saw signs of potential self-harm (band-aids, bruises). What actions would you take, and to which resources might you refer the [FILL 7: CADET/MIDSHIPMAN]?

*Please select all that apply.*

**Q21a\_SCEN6**

Try to establish rapport with the [FILL 7: CADET/MIDSHIPMAN].

**Q21b\_SCEN6**

Offer to connect the [FILL 7: CADET/MIDSHIPMAN] to [FILL 12: BEHAVIORAL HEALTH SERVICES] and walk over with them if necessary

**Q21c\_SCEN6**

Offer to connect the [FILL 7: CADET/MIDSHIPMAN] to mental health services and walk over with them if necessary.

**Q21d\_SCEN6**

Offer to connect the [FILL 7: CADET/MIDSHIPMAN] to [FILL 18: PERFORMANCE/PERSONAL DEVELOPMENT CENTERS] and walk over with them if necessary.

**Q21e\_SCEN6**

*[DISPLAY IF Q1\_ACADEMY = "UNITED STATE MILITARY ACADEMY"]* Offer to connect the [FILL 7: CADET/MIDSHIPMAN] to the [FILL 18: PERFORMANCE/PERSONAL DEVELOPMENT CENTERS] and walk over with them if necessary.

**Q21f\_SCEN6**

Offer to connect the [FILL 7: CADET/MIDSHIPMAN] with the chaplain/spiritual and religious counseling and walk over with them if necessary.

**Q21g\_SCEN6**

Consult your [FILL 6: SQUADRON/COMPANY COMMAND TEAM] about the incident.

**Q21h\_SCEN6**

Consult [FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS] from other [FILL 5: COMPANY/SQUADRON] about the incident.

**Q21i\_SCEN6**

Threaten disciplinary action.

**Q21j\_SCEN6**

Take your concerns to their [FILL 5: COMPANY/SQUADRON] peers.

**Q21k\_SCEN6**

Ask a trained [FILL 17: TRAINED PEER (SINGULAR)] to check in on them.

**Q21l\_SCEN6**

Provide the 988 hotline to the [FILL 7: CADET/MIDSHIPMAN].

**Q21m\_SCEN6**

Develop a safety plan with the [FILL 7: CADET/MIDSHIPMAN].

**Q21n\_SCEN6**

None of the above *[IF Q21N\_SCEN6 IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

---

### **APPLICATION OF SUPPORT SERVICES: SCENARIO 6 BARRIERS**

#### **Q22\_SCEN6BAR**

*[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q21A\_SCEN6 to Q21M\_SCEN6]* What might stop you from taking the actions you selected in the last scenario?

*Please select all that apply.*

*[DISPLAY IF ONLY Q21N\_SCEN6 IS SELECTED]* Why might there be no next steps to take in the last scenario?

*Please select all that apply.*

#### **Q22a\_SCEN6BAR**

Concern about exposing the **[FILL 7: CADET/MIDSHIPMAN]** to reactions from other **[FILL 3: CADETS/MIDSHIPMEN]**.

#### **Q22b\_SCEN6BAR**

You might not have time to respond at that given moment.

#### **Q22c\_SCEN6BAR**

You are worried about exacerbating the **[FILL 7: CADET/MIDSHIPMAN]**'s anxiety.

#### **Q22d\_SCEN6BAR**

Your **[FILL 6: SQUADRON/COMPANY COMMAND TEAM]** is concerned that your **[FILL 8: COMMANDING OFFICER]** would think you are too involved or overreacting.

#### **Q22e\_SCEN6BAR**

You are concerned about the implications for the **[FILL 7: CADET/MIDSHIPMAN]**'s career.

#### **Q22e\_SCEN6BAR**

You do not feel like you are sufficiently prepared to intervene in this situation.

#### **Q22f\_SCEN6BAR**

You are afraid that you are misreading warning signs.

#### **Q22g\_SCEN6BAR**

These warning signs might not warrant intervention yet.

#### **Q22h\_SCEN6BAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* **[WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]**

#### **Q22i\_SCEN6BAR**

Nothing would prevent you from acting in this situation.

### **APPLICATION OF SUPPORT SERVICES: SCENARIO 7**

#### **Q23\_SCEN7**

You suspect a [FILL 7: CADET/MIDSHIPMAN] may be experiencing an abusive situation, and you approach to let them know you notice concerning behaviors. As a [FILL 5: COMPANY/SQUADRON] leader, in this instance, to which of the following service(s) would you refer the [FILL 7: CADET/MIDSHIPMAN]?

*Please select all that apply.*

#### **Q23a\_SCEN7**

- Chaplains/Spiritual and Religious Counseling

#### **Q23b\_SCEN7**

- Mental health services

#### **Q23c\_SCEN7**

- Behavioral health services

#### **Q23d\_SCEN7**

- [FILL 13: FAMILY SUPPORT/COUNSELING CENTER]

#### **Q23e\_SCEN7**

- [DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"] Family Advocacy Program

#### **Q23f\_SCEN7**

- [FILL 19: SHARP/SAPR]

#### **Q23g\_SCEN7**

- [DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"] MSA Student Counseling Center

#### **Q23h\_SCEN7**

- [DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"] MSA faculty or staff member

#### **Q23i\_SCEN7**

- [FILL 18: PERFORMANCE/PERSONAL DEVELOPMENT CENTERS]

#### **Q23j\_SCEN7**

- [DISPLAY IF Q1\_ACADEMY = "UNITED STATE MILITARY ACADEMY"] Center for Enhanced Performance (CEP)

#### **Q23k\_SCEN7**

- Command Managed Equal Opportunity (CMEO) Manager

#### **Q23l\_SCEN7**

None of the above *[IF Q23L\_SCEN7 IS SELECTED, PARTICIPANT CANNOT SELECT ANOTHER RESPONSE OPTION]*

---

### **APPLICATION OF SUPPORT SERVICES: SCENARIO 7 BARRIERS**

#### **Q24\_SCEN7BAR**

*[DISPLAY IF AT LEAST ONE OF THE FOLLOWING IS SELECTED: Q23A\_SCEN7 to Q23K\_SCEN7]* What might stop you from taking the actions you selected in the last scenario?

*Please select all that apply.*

*[DISPLAY IF ONLY Q23L\_SCEN7 IS SELECTED]* Why might there be no next steps to take in the last scenario?

*Please select all that apply.*

#### **Q24a\_SCEN7BAR**

Concern about exposing the **[FILL 7: CADET/MIDSHIPMAN]** to reactions from other **[FILL 3: CADETS/MIDSHIPMEN]**.

#### **Q24b\_SCEN7BAR**

You might not have time to respond at that given moment.

#### **Q24c\_SCEN7BAR**

You are worried about exacerbating the **[FILL 7: CADET/MIDSHIPMAN]**'s anxiety.

#### **Q24d\_SCEN7BAR**

Your **[FILL 6: SQUADRON/COMPANY COMMAND TEAM]** is concerned that your **[FILL 8: COMMANDING OFFICER]** would think you are too involved or overreacting.

#### **Q24e\_SCEN7BAR**

You are concerned about the implications for the **[FILL 7: CADET/MIDSHIPMAN]**'s career.

#### **Q24f\_SCEN7BAR**

You do not feel like you are sufficiently prepared to intervene in this scenario.

#### **Q24g\_SCEN7BAR**

You are afraid that you are misreading warning signs.

#### **Q24h\_SCEN7BAR**

These warning signs might not warrant intervention yet.

#### **Q24i\_SCEN7BAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* **[WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]**

#### **Q24j\_SCEN7BAR**

Nothing would prevent you from acting in this situation.

## D. Knowledge and Attitudes: Commissioning Questions (Min: 2 items, Max: 2 items)

The following two questions ask about commissioning standards.

---

### **COMMISSIONING: TREATMENT SEEKING**

**Q25\_COMMISSTREAT**

*Please indicate your level of agreement with the following statement.*

The [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] avoid seeking mental health treatment because they are concerned that it may make them ineligible for commission [DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE" OR "UNITED STATES NAVAL ACADEMY": in desired Military Occupational Specialty (MOS) or Service Assignment.]

- 1 m** Strongly disagree
- 2 m** Disagree
- 3 m** Neither agree nor disagree
- 4 m** Agree
- 5 m** Strongly agree

---

### **COMMISSIONING: PERCEIVED IMPACTS**

**Q26\_COMMPERC**

*Please rate the following items from 1 (I'm not sure) to 5 (large negative impact).*

How much impact do you believe the following have on commission eligibility?

*Table 1*

	I'm not sure	No negative impact	Little negative impact	Moderate negative impact	Large negative impact
<b>Q26a_COMMPERC</b> Being referred to speak to the chaplain/spiritual and religious counseling or mental health professional.	<b>1m</b>	<b>2m</b>	<b>3m</b>	<b>4m</b>	<b>5m</b>

Q26b_COMMPERC Being command referred to any support resources.	1m	2m	3m	4m	5m
Q26c_COMMPERC Speaking to the chaplain/spiritual and religious counseling about mental health.	1m	2m	3m	4m	5m
Q26d_COMMPERC Speaking to a [FILL 17: TRAINED PEER (SINGULAR)].	1m	2m	3m	4m	5m
Q26e_COMMPERC Utilizing the [FILL 18: PERFORMANCE/PERSONAL DEVELOPMENT CENTERS].	1m	2m	3m	4m	5m
Q26f_COMMPERC [(DISPLAY IF Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY")] Utilizing the Center for Enhanced Performance (CEP).	1m	2m	3m	4m	5m
Q26g_COMMPERC Speaking to a medical professional about mental health.	1m	2m	3m	4m	5m
Q26h_COMMPERC Receiving a mental health condition diagnosis.	1m	2m	3m	4m	5m
Q26i_COMMPERC Receiving treatment other than medication for a mental health condition.	1m	2m	3m	4m	5m
Q26j_COMMPERC History of mental health treatment or disclosure of a past family history of mental health conditions.	1m	2m	3m	4m	5m

Q26k_COMMERC	1m	2m	3m	4m	5m
Taking medication for a mental health condition.					

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## E. Knowledge and Attitudes: Responsibility and Confidence in Preventing and Responding to Harmful Behaviors (Min: 12 items, Max: 12 items)

In this section, we want to understand the responsibilities of preventing and responding to harmful behaviors as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] and your capacity to execute them.

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### **PERCEIVED RESPONSIBILITIES – PROTECTING, MONITORING, AND REPORTING**

#### Q27\_PROMONRE

*Please rate the following statements about your responsibilities as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] on a scale from 1 (strongly disagree) to 4 (strongly agree).*

As a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], it is your responsibility to...

	Strongly Disagree	Disagree	Agree	Strongly Agree
Q27a_PROMONRE ...protect the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] from harmful behaviors.	1m	2m	3m	4m
Q27b_PROMONRE ...proactively monitor and address harmful behavior in your [FILL 5: COMPANY/SQUADRON].	1m	2m	3m	4m
Q27c_PROMONRE ...report harmful behaviors in your [FILL 5: COMPANY/SQUADRON].	1m	2m	3m	4m

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### **PERCEIVED CONFIDENCE IN RESPONSIBILITIES – PROTECTING, MONITORING, AND REPORTING**

### Q28\_PROMONRECON

Please rate the following statements about your confidence as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] in performing responsibilities on a scale from 1 (strongly disagree) to 4 (strongly agree).

As a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], you are confident you could...

	Strongly Disagree	Disagree	Agree	Strongly Agree
Q28a_PROMONRECON  ...protect the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] from harmful behaviors.	1m	2m	3m	4m
Q28b_PROMONRECON  ...proactively monitor and address harmful behavior in your [FILL 5: COMPANY/SQUADRON].	1m	2m	3m	4m
Q28c_PROMONRECON  ...report harmful behaviors in your [FILL 5: COMPANY/SQUADRON].	1m	2m	3m	4m

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### FACTORS IMPACTING RESPONSIBILITIES – PROTECTING, MONITORING, AND REPORTING

#### Q29\_PROMONREFAC

Please rate the following statements about your efforts as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] to protect [FILL 3: CADETS/MIDSHIPMEN] from, monitor, and report harmful behaviors in your [FILL 5: COMPANY/SQUADRON] on a scale from 1 (strongly disagree) to 4 (strongly agree).

	Strongly Disagree	Disagree	Agree	Strongly Agree
Q29a_PROMONREFAC  You <b>generally</b> have sufficient resources (e.g., guidance, support).	1m	2m	3m	4m
Q29b_PROMONREFAC  Resources (e.g., guidance, support, services) are available at the time you need them (e.g., outside of duty hours).	1m	2m	3m	4m
Q29c_PROMONREFAC	1m	2m	3m	4m

You have enough <i>general</i> training or experience in these topics.				
<b>Q29d_PROMONREFAC</b> You have enough <i>command-specific</i> training (e.g., [FILL 21: COMMISSIONED OFFICER TRAINING] or [FILL 22: NON-COMMISSIONED OFFICER TRAINING].	1m	2m	3m	4m
<b>Q29e_PROMONREFAC</b> You have sufficient time to dedicate to this.	1m	2m	3m	4m
<b>Q29f_PROMONREFAC</b> You are comfortable having conversations about harmful behaviors with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].	1m	2m	3m	4m
<b>Q29g_PROMONREFAC</b> You have been successful in your efforts before.	1m	2m	3m	4m
<b>Q29h_PROMONREFAC</b> You have consulted your [FILL 6: SQUADRON/COMPANY COMMAND TEAM].	1m	2m	3m	4m
<b>Q29i_PROMONREFAC</b> You have consulted other [FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS].	1m	2m	3m	4m
<b>Q29j_PROMONREFAC</b> You believed some situations were within your authority or job description as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT].	1m	2m	3m	4m
<b>Q29k_PROMONREFAC</b> You believed some situations were within your pay grade as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT].	1m	2m	3m	4m

#### **Q29l\_PROMONREFAC**

Another factor not listed above: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

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#### **SUPPORT FOR RESPONSIBILITIES – PROTECTING, MONITORING, AND REPORTING**

## Q30\_PROMONRESUP

Please rate the following statements about support for performing responsibilities on a scale from 0 (no basis to judge) to 5 (large extent).

To what extent do you feel these [FILL 10: ACADEMY] leaders and staff actively support (within the capacity of their role) your efforts to, directly or indirectly, protect [FILL 3: CADETS/MIDSHIPMEN] from, monitor, and report harmful behaviors in your [FILL 5: COMPANY/SQUADRON]?

	No Basis to Judge	Not At All	Small Extent	Moderate Extent	Large Extent
Q30a_PROMONRESUP Superintendent's Office	1m	2m	3m	4m	5m
Q30b_PROMONRESUP Commandant and Vice/Deputy Commandant Office	1m	2m	3m	4m	5m
Q30c_PROMONRESUP [FILL 23: DEAN/PROVOST OFFICE]	1m	2m	3m	4m	5m
Q30d_PROMONRESUP [FILL 24: COMMAND REPORT]	1m	2m	3m	4m	5m
Q30e_PROMONRESUP Military/uniformed academic faculty	1m	2m	3m	4m	5m
Q30f_PROMONRESUP Civilian academic faculty	1m	2m	3m	4m	5m
Q30g_PROMONRESUP Physical education instructors	1m	2m	3m	4m	5m
Q30h_PROMONRESUP [FILL 26: COACHES/TRAINERS]	1m	2m	3m	4m	5m
Q30i_PROMONRESUP [DISPLAY IF Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY" OR "UNITED STATES AIR FORCE ACADEMY"]	1m	2m	3m	4m	5m

Intercollegiate officer representatives/advisors					
Q30j_PROMONRESUP [FILL 27: CLUB COACHES/TRAINERS]	1m	2m	3m	4m	5m
Q30k_PROMONRESUP [FILL 25: CLUB OFFICERS]	1m	2m	3m	4m	5m

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### **PERCEIVED RESPONSIBILITIES – CONNECTING AND SUPPORTING**

#### **Q31\_CONSUP**

*Please rate the following statements about your responsibilities as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] on a scale from 1 (strongly disagree) to 4 (strongly agree).*

As a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], it is your responsibility to...

	Strongly Disagree	Disagree	Agree	Strongly Agree
Q31a_CONSUP ...connect those in your [FILL 5: COMPANY/SQUADRON] to support services when needed.	1m	2m	3m	4m
Q31b_CONSUP ...support individuals who have experienced harmful behaviors.	1m	2m	3m	4m
Q31c_CONSUP ...support a [FILL 7: CADET/MIDSHIPMAN] accused of perpetrating harmful behaviors.	1m	2m	3m	4m

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### **PERCEIVED CONFIDENCE IN RESPONSIBILITIES – CONNECTING AND SUPPORTING**

#### **Q32\_CONSUPCON**

*Please rate the following statements about your confidence as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] in performing responsibilities on a scale from 1 (strongly disagree) to 4 (strongly agree).*

As a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], you are confident you could...

	Strongly Disagree	Disagree	Agree	Strongly Agree
<b>Q32a_CONSUPCON</b> ...connect those in your [FILL 5: COMPANY/SQUADRON] to support services when needed.	1m	2m	3m	4m
<b>Q32b_CONSUPCON</b> ...support individuals who have experienced harmful behaviors.	1m	2m	3m	4m
<b>Q32c_CONSUPCON</b> ...support a [FILL 7: CADET/MIDSHIPMAN] accused of perpetrating harmful behaviors.	1m	2m	3m	4m

### FACTORS IMPACTING RESPONSIBILITIES – CONNECTING AND SUPPORTING

#### Q33\_CONSUPFAC

Please rate the following statements about your efforts as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] to support [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] and connect them to support services and resources on a scale from 1 (strongly disagree) to 4 (strongly agree).

	Strongly Disagree	Disagree	Agree	Strongly Agree
<b>Q33a_CONSUPFAC</b> <b>You generally have sufficient resources (e.g., guidance, support).</b>	1m	2m	3m	4m
<b>Q33b_CONSUPFAC</b> Resources (e.g., guidance, support, services) are available at the time you need them (e.g., outside of duty hours).	1m	2m	3m	4m
<b>Q33c_CONSUPFAC</b> You have enough <i>general</i> training or experience in these topics.	1m	2m	3m	4m
<b>Q33d_CONSUPFAC</b> You have enough <i>command-specific</i> training (e.g., [FILL 21: COMMISSIONED OFFICER TRAINING] or [FILL 22: NON-COMMISSIONED OFFICER TRAINING]).	1m	2m	3m	4m
<b>Q33e_CONSUPFAC</b>	1m	2m	3m	4m

You have sufficient time to dedicate to this.				
<b>Q33f_CONSUPFAC</b>  You are comfortable having conversations about harmful behaviors with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].	1m	2m	3m	4m
<b>Q33g_CONSUPFAC</b>  You have been successful in your efforts before.	1m	2m	3m	4m
<b>Q33h_CONSUPFAC</b>  You have consulted your [FILL 6: SQUADRON/COMPANY COMMAND TEAM].	1m	2m	3m	4m
<b>Q33i_CONSUPFAC</b>  You have consulted other [FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS].	1m	2m	3m	4m
<b>Q33j_CONSUPFAC</b>  You believed some situations were within your authority or job description as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT].	1m	2m	3m	4m
<b>Q33k_CONSUPFAC</b>  You believed some situations were within your pay grade as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT].	1m	2m	3m	4m

#### **Q33l\_CONSUPFAC**

Another factor not listed above: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

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### **SUPPORT FOR RESPONSIBILITIES – CONNECTING AND SUPPORTING**

#### **Q34\_CONSUPSUP**

*Please rate the following statements about support for performing responsibilities on a scale from 0 (no basis to judge) to 5 (large extent).*

To what extent do you feel these [FILL 10: ACADEMY] leaders and staff actively support (within the capacity of their role) your efforts to, directly or indirectly, support [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] and connect them to support services and resources?

	No Basis	Not At	Small	Moderate	Large
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	to Judge	All	Extent	Extent	Extent
Q34a_CONSUPSUP Superintendent's Office	1m	2m	3m	4m	5m
Q34b_CONSUPSUP Commandant and Vice/Deputy Commandant Office	1m	2m	3m	4m	5m
Q34c_CONSUPSUP [FILL 23: DEAN/PROVOST OFFICE]	1m	2m	3m	4m	5m
Q34d_CONSUPSUP [FILL 24: COMMAND REPORT]	1m	2m	3m	4m	5m
Q34e_CONSUPSUP Military/uniformed academic faculty	1m	2m	3m	4m	5m
Q34f_CONSUPSUP Civilian academic faculty	1m	2m	3m	4m	5m
Q34g_CONSUPSUP Physical education instructors	1m	2m	3m	4m	5m
Q34h_CONSUPSUP [FILL 26: COACHES/TRAINERS]	1m	2m	3m	4m	5m
Q34i_CONSUPSUP [DISPLAY IF Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY" OR "UNITED STATES AIR FORCE ACADEMY"] Intercollegiate officer representatives/advisors	1m	2m	3m	4m	5m
Q34j_CONSUPSUP [FILL 27: CLUB COACHES/TRAINERS]	1m	2m	3m	4m	5m
Q34k_CONSUPSUP [FILL 25: CLUB]	1m	2m	3m	4m	5m

OFFICERS						
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### **PERCEIVED RESPONSIBILITIES – DEVELOPING SKILLS**

#### **Q35\_DEVSKI**

*Please rate the following statements about your responsibilities as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] on a scale from 1 (strongly disagree) to 4 (strongly agree).*

As a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], it is your responsibility to...

	Strongly Disagree	Disagree	Agree	Strongly Agree
Q35a_DEVSKI ...develop [FILL 16: CADETS'/MIDSHIPMEN'S] financial readiness skills.	1m	2m	3m	4m
Q35b_DEVSKI ...develop [FILL 16: CADETS'/MIDSHIPMEN'S] organizational skills.	1m	2m	3m	4m
Q35c_DEVSKI ...develop [FILL 16: CADETS'/MIDSHIPMEN'S] skills to prevent cyberbullying.	1m	2m	3m	4m
Q35d_DEVSKI ...develop [FILL 16: CADETS'/MIDSHIPMEN'S] leadership skills.	1m	2m	3m	4m

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### **PERCEIVED CONFIDENCE IN RESPONSIBILITIES – DEVELOPING SKILLS**

#### **Q36\_RESP**

*Please rate the following statements about your confidence as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] in performing responsibilities on a scale from 1 (strongly disagree) to 4 (strongly agree).*

As a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], you are confident you could...

	Strongly Disagree	Disagree	Agree	Strongly Agree
Q36a_DEVSKI	1m	2m	3m	4m

...develop [FILL 16: CADETS'/MIDSHIPMEN'S] financial readiness skills.				
Q36b_DEVSKI  ...develop [FILL 16: CADETS'/MIDSHIPMEN'S] organizational skills.	1m	2m	3m	4m
Q36c_DEVSKI  ...develop [FILL 16: CADETS'/MIDSHIPMEN'S] skills to prevent cyberbullying.	1m	2m	3m	4m
Q36d_DEVSKI  ...develop [FILL 16: CADETS'/MIDSHIPMEN'S] leadership skills.	1m	2m	3m	4m

**FACILITATORS OF RESPONSIBILITIES – DEVELOPING SKILLS****Q37\_DEVSKIFAC**

Think about your role as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] to support [FILL 3: CADETS/MIDSHIPMEN] skill development. [HOVER OVER TEXT DISPLAY: SKILL DEVELOPMENT INCLUDES EDUCATION IN FINANCIAL READINESS, WORKPLACE PROFESSIONALISM, TIME MANAGEMENT, GOAL SETTING, STRESS MANAGEMENT, DISAPPOINTMENT TOLERANCE, AND OTHER KEY SKILLS TO ACHIEVE THE LEADERSHIP COMPETENCIES OUTLINED IN DODI 6400.11.]

Please respond Yes, No, or Not applicable to the following questions as they relate to your efforts to help [FILL 3: CADETS/MIDSHIPMEN] acquire the skills mentioned below.

	Financial Readiness Skills	Organizational Skills [HOVER OVER TEXT DISPLAY: “ORGANIZATIONAL SKILLS INCLUDE WORKPLACE PROFESSIONALISM, TIME MANAGEMENT, GOAL SETTING, STRESS MANAGEMENT, DISAPPOINTMENT TOLERANCE.”]	Cyberbullying Prevention Skills	Leadership Skills
<b>Q37a_DEVSKIFAC</b> Do you <i>generally</i> have sufficient resources (e.g., guidance and support)?	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>
<b>Q37b_DEVSKIFAC</b> Are resources (e.g., guidance, support, services) available at the time you need them (e.g., outside of duty hours)?	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>
<b>Q37c_DEVSKIFAC</b> Do you have enough <i>general</i> training or experience in these topics?	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>	<p>1 mYes 2 mNo 3 mNot applicable</p>

<b>Q37d_DEVSKIFAC</b> Do you have enough <i>command-specific</i> training (e.g., [FILL 21: COMMISSIONED OFFICER TRAINING] or [FILL 22: NON-COMMISSIONED OFFICER TRAINING])?	<b>1</b> mYes <b>2</b> mNo <b>3</b> mNot applicable			
<b>Q37e_DEVSKIFAC</b> Do you have sufficient time to dedicate to this?	<b>1</b> mYes <b>2</b> mNo <b>3</b> mNot applicable			
<b>Q37f_DEVSKIFAC</b> Are you comfortable having conversations about skill building with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]?	<b>1</b> mYes <b>2</b> mNo <b>3</b> mNot applicable			
<b>Q37g_DEVSKIFAC</b> Have you been successful in your efforts before?	<b>1</b> mYes <b>2</b> mNo <b>3</b> mNot applicable			
<b>Q37h_DEVSKIFAC</b> Have you consulted your [FILL 6: SQUADRON/COMPANY COMMAND TEAM] about this skill?	<b>1</b> mYes <b>2</b> mNo <b>3</b> mNot applicable			
<b>Q37i_DEVSKIFAC</b> Have you consulted other [FILL 2: TACS/TAC NCOS/COS/SELS/SCS/AMTS] at your MSA about this skill?	<b>1</b> mYes <b>2</b> mNo <b>3</b> mNot applicable			
<b>Q37j_DEVSKIFAC</b> Do you believe providing skill development opportunities are within your authority or job description as a [FILL 14:]	<b>1</b> mYes <b>2</b> mNo <b>3</b> mNot applicable			

TAC/TAC NCO/CO/SEL/SC/AMT)?  Q37k_DEVSKIFAC Do you believe providing skill development opportunities are within your pay grade as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT)?				
	1 mYes 2 mNo 3 mNot applicable			

**SUPPORT FOR RESPONSIBILITIES – DEVELOPING SKILLS****Q38\_DEVSKISUP**

*Please rate the following statements about support for performing responsibilities on a scale from 0 (no basis to judge) to 5 (large extent).*

To what extent do you feel these [FILL 10: ACADEMY] leaders and staff *actively support* (within the capacity of their role) your efforts to, directly or indirectly, develop financial readiness, organizational, cyberbullying prevention, and leadership skills in your [FILL 5: COMPANY/SQUADRON]?

	No Basis to Judge	Not At All	Small Extent	Moderate Extent	Large Extent
Q38a_DEVSKISUP Superintendent's Office	1m	2m	3m	4m	5m
Q38b_DEVSKISUP Commandant and Vice/Deputy Commandant Office	1m	2m	3m	4m	5m
Q38c_DEVSKISUP [FILL 23: DEAN/PROVOST OFFICE]	1m	2m	3m	4m	5m
Q38d_DEVSKISUP [FILL 24: COMMAND REPORT]	1m	2m	3m	4m	5m
Q38e_DEVSKISUP Military/uniformed academic faculty	1m	2m	3m	4m	5m
Q38f_DEVSKISUP Civilian academic faculty	1m	2m	3m	4m	5m
Q38g_DEVSKISUP Physical education instructors	1m	2m	3m	4m	5m
Q38h_DEVSKISUP [FILL 26: COACHES/TRAINERS]	1m	2m	3m	4m	5m
Q38i_DEVSKISUP [DISPLAY IF Q1_ACADEMY = "UNITED STATES MILITARY ACADEMY" OR "UNITED STATES AIR FORCE"]	1m	2m	3m	4m	5m

<b>ACADEMY"]</b> Intercollegiate officer representatives/advisors					
<b>Q38j_DEVSKISUP</b> [FILL 27: CLUB COACHES/TRAINERS]	1m	2m	3m	4m	5m
<b>Q38k_DEVSKISUP</b> [FILL 25: CLUB OFFICERS]	1m	2m	3m	4m	5m

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## F. Behavior: Actions to Prevent and Respond to Harmful Behaviors (Min: 5 items, Max: 17 items)

In this section, we would like to learn about your experiences preventing and responding to harmful behaviors during your tenure as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT].

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### **COMMUNICATION: DEOCS**

**Q39\_DEOCS**

During your command as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], have you ever discussed the importance of participating in the DEOCS with the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]?

1 m Yes

2 m No

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### **COMMUNICATION: DEOCS ACTIONS**

**Q40\_DEOCSACT**

[DISPLAY IF Q39\_DEOCS = 1 (YES)]

During your command as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], what actions have you taken to discuss the importance of participating in the DEOCS with the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]?

*Please select all that apply.*

**Q40a\_DEOCSACT**

Verbally encouraged participation.

**Q40b\_DEOCSACT**

Offered a structured block of time in which [FILL 3: CADETS/MIDSHIPMEN] can complete the survey.

[Q40c\\_DEOCSACT](#)

Explained the purpose and content of the DEOCS.

[Q40d\\_DEOCSACT](#)

Provided incentives (e.g., leave/liberty, food, etc.).

[Q40e\\_DEOCSACT](#)

Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [[WRITE-IN RESPONSE](#)] [[RANGE: 500 CHARACTERS](#)]

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**COMMUNICATION: DEOCS BARRIERS**

[Q41\\_DEOCSBAR](#)

[\[DISPLAY IF Q39\\_DEOCS = 2 \(NO\)\]](#)

What are the reasons you have yet to **discuss the importance of participating in the DEOCS** with the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] during your tenure as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT]?

*Please select all that apply.*

[Q41a\\_DEOCSBAR](#)

You do not have enough time.

[Q41b\\_DEOCSBAR](#)

You do not have enough resources (e.g., guidance, support).

[Q41c\\_DEOCSBAR](#)

You do not have enough training or experience.

[Q41d\\_DEOCSBAR](#)

You are uncomfortable talking about the DEOCS with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

[Q41e\\_DEOCSBAR](#)

It is not your responsibility.

[Q41f\\_DEOCSBAR](#)

A DEOCS has not yet been administered while in my role.

[Q41g\\_DEOCSBAR](#)

Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [[WRITE-IN RESPONSE](#)] [[RANGE: 500 CHARACTERS](#)]

### **COMMUNICATION: CLIMATE EXPECTATIONS**

#### **Q42\_CLIMEXP**

During your command as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], have you ever set [FILL 5: COMPANY/SQUADRON] climate expectations with the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]?

1 m Yes

2 m No

---

### **COMMUNICATIONS: CLIMATE EXPECTATIONS ACTIONS**

#### **Q43\_EXPACT**

*[DISPLAY IF Q42\_CLIMEXP = 1 (YES)]*

During your command as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT], what actions have you taken to set [FILL 5: COMPANY/SQUADRON] climate expectations with the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]?

*Please select all that apply.*

#### **Q43a\_EXPACT**

Regularly review support services and resources with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

#### **Q43b\_EXPACT**

Discussed the documented planned actions, such as in an action plan, with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

#### **Q43c\_EXPACT**

Modeled respectful communication across sex, race and ethnicity, and/or class year.

#### **Q43d\_EXPACT**

Addressed and corrected harmful behaviors across the continuum of harm.

#### **Q43e\_EXPACT**

Acknowledged the differences between hazing and bullying.

#### **Q43f\_EXPACT**

Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

---

### **COMMUNICATIONS: CLIMATE EXPECTATIONS BARRIERS**

#### **Q44\_EXPBAR**

*[DISPLAY IF Q42\_CLIMEXP = 2 (NO)]*

What are the reasons you have yet to set [FILL 5: COMPANY/SQUADRON] climate expectations with the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] during your tenure as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT]?

*Please select all that apply.*

##### **Q44a\_EXPBAR**

You do not have enough time.

##### **Q44b\_EXPBAR**

You do not have enough resources (e.g., guidance, support).

##### **Q44c\_EXPBAR**

You do not have enough training or experience.

##### **Q44d\_EXPBAR**

You are uncomfortable talking about climate expectations with the [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

##### **Q44e\_EXPBAR**

It is not your responsibility.

##### **Q44f\_EXPBAR**

You are new to your role.

##### **Q44g\_EXPBAR**

Other: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* *[WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

---

### **RESPONSE PRACTICES**

#### **Q45\_RESP**

Have [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] while under your command as a [FILL 14: TAC/TAC NCO/CO/SEL/SC/AMT] been involved (i.e., as a victim, perpetrator, and/or bystander) in any of the harmful behaviors listed below?

*Please select all that apply.*

##### **Q45a\_RESP**

Substance misuse (e.g., underage drinking, risky alcohol use, marijuana use)

##### **Q45b\_RESP**

Sexual harassment

**Q45c\_RESP**

Sexual assault

**Q45d\_RESP**

Thoughts of self-harm/suicide ideation

**Q45e\_RESP**

Hazing or bullying

**Q45f\_RESP**

Racial harassment

**Q45g\_RESP**

Other harmful behavior: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* **[WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]**

---

**RESPONSE PRACTICES: SUBSTANCE MISUSE**

**Q46\_RESPSUB**

**[DISPLAY IF Q45A\_RESP IS SELECTED]** After assisting the **[FILL 7: CADET/MIDSHIPMAN]** under your command involved in substance misuse (e.g., underage drinking, risky alcohol use, marijuana use), which support or guidance for **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]** did you offer? *If you have had multiple [FILL 3: CADETS/MIDSHIPMEN] involved with substance misuse, think about the most recent situation.*

*Please select all that apply.*

**Q46a\_RESPSUB**

Discussed the impact of substance use on performance and commitment to **[FILL 10: ACADEMY]**'s values. *(Source: DEOCS Factor Rating Interpretation Guide: Engagement and Commitment)*

**Q46b\_RESPSUB**

Discussed healthy coping mechanisms for managing stress. *(Source: DEOCS Factor Rating Interpretation Guide: Work/Life Balance)*

**Q46c\_RESPSUB**

Spoke to your **[FILL 5: COMPANY/SQUADRON]**, no matter which **[FILL 3: CADETS/MIDSHIPMEN]** were involved, about the necessity of everyone working together at peak performance as a team. *(Source: DEOCS Factor Rating Interpretation Guide: Cohesion)*

**Q46d\_RESPSUB**

Other support or guidance for other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]**: *Please do not include personally identifiable*

information, including information and/or details that could be used to identify you or others. *[WRITE-IN RESPONSE]* *[RANGE: 500 CHARACTERS]*

Q46e\_RESPSUB

The **[FILL 3: CADETS/MIDSHIPMEN]** situation was too recent for support or guidance for other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]**.

Q46f\_RESPSUB

Support or guidance for other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]** was not offered in this situation.

---

**RESPONSE PRACTICES: SUBSTANCE MISUSE BARRIERS**

Q47\_RESPSUBBAR

*[DISPLAY IF Q46F\_RESPSUB IS SELECTED]* Why was support or guidance for other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]** not offered in this situation?

*Please select all that apply.*

Q47a\_RESPSUBBAR

Support or guidance for other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]** was not needed in this situation.

Q47b\_RESPSUBBAR

You felt you did not have enough information about the situation.

Q47c\_RESPSUBBAR

You were uncomfortable discussing this topic with other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]**.

Q47d\_RESPSUBBAR

You were not sure how to provide support or guidance to other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]** in this situation.

Q47e\_RESPSUBBAR

You felt it was inappropriate for you to provide support or guidance to other **[FILL 3: CADETS/MIDSHIPMEN]** in your **[FILL 5: COMPANY/SQUADRON]** in this situation.

Q47f\_RESPSUBBAR

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

---

### **RESPONSE PRACTICES: SEXUAL HARASSMENT**

#### **Q48\_RESPSH**

**[DISPLAY IF 45B\_RESP IS SELECTED]** After assisting the [FILL 7: CADET/MIDSHIPMAN] under your command involved in sexual harassment, which support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] did you offer? *If you have had multiple [FILL 3: CADETS/MIDSHIPMEN] involved in sexual harassment, think about the most recent situation.*

*Please select all that apply.*

#### **Q48a\_RESPSH**

- You discussed personal boundaries and expected group social norms with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

*(Source: DEOCS Factor Rating Interpretation Guide: Cohesion)*

#### **Q48b\_RESPSH**

- You enforced [FILL 10: ACADEMY] policies regardless of the role or identity of the [FILL 3: CADETS/MIDSHIPMEN] involved.

*(Source: DEOCS Factor Rating Interpretation Guide: Fairness)*

#### **Q48c\_RESPSH**

- You underscored that you have the backs of [FILL 3: CADETS/MIDSHIPMEN] within your [FILL 5: COMPANY/SQUADRON] who have experienced sexual harassment.

*(Source: DEOCS Factor Rating Interpretation Guide: Leadership Support)*

#### **Q48d\_RESPSH**

- You discussed the importance of treating all [FILL 3: CADETS/MIDSHIPMEN] fairly and respectfully and allowing individuals to voice their different opinions, perspectives, and/or suggestions.

*(Source: DEOCS Factor Rating Interpretation Guide: Inclusion)*

#### **Q48e\_RESPSH**

- Other support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

#### **Q49f\_RESPSH**

- The [FILL 3: CADETS/MIDSHIPMEN] situation was too recent for support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

#### **Q48g\_RESPSH**

- Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not offered in this situation.

**RESPONSE PRACTICES: SEXUAL HARASSMENT BARRIERS**

**Q49\_RESPSHBAR**

*[DISPLAY IF Q48G\_RESPSH IS SELECTED]* Why was support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] not offered in this situation?

*Please select all that apply.*

**Q49a\_RESPSHBAR**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not needed in this situation.

**Q49b\_RESPSHBAR**

You felt you did not have enough information about the situation.

**Q49c\_RESPSHBAR**

You were uncomfortable discussing this topic with other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

**Q49d\_RESPSHBAR**

You were not sure how to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

**Q49e\_RESPSHBAR**

You felt it was inappropriate for you to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

**Q49f\_RESPSHBAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* **[WRITE-IN RESPONSE]** **[RANGE: 500 CHARACTERS]**

---

**RESPONSE PRACTICES: SEXUAL ASSAULT**

**Q50\_RESPSA**

*[DISPLAY IF Q45C\_RESP IS SELECTED]* After assisting the [FILL 7: CADET/MIDSHIPMAN] under your command involved in sexual assault, which support or guidance for other [FILL 3: POPULATIONS (PLURAL)] in your [FILL 5: COMPANY/SQUADRON] did you offer? *If you have had multiple [FILL 3: CADETS/MIDSHIPMEN] involved in sexual assault, think about the most recent situation.*

*Please select all that apply.*

**Q50a\_RESPSH**

You met one-on-one with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] to check in on wellbeing. (Source: DEOCS Factor Rating Interpretation Guide: Transformational Leadership)

**Q50b\_RESPSH**

You discussed personal boundaries and expected group social norms with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]. (Source: DEOCS Factor Rating Interpretation Guide: Cohesion)

**Q50c\_RESPSH**

You encouraged the buddy system for [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] to look out for each other. (Source: DEOCS Factor Rating Interpretation Guide: Connectedness)

**Q50d\_RESPSH**

You met with your [FILL 5: COMPANY/SQUADRON] to build trust and cohesion among the [FILL 3: CADETS/MIDSHIPMEN]. (Source: DEOCS Factor Rating Interpretation Guide: Cohesion)

**Q50e\_RESPSH**

Other support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

**Q51f\_RESPSH**

The [FILL 3: CADETS/MIDSHIPMEN] situation was too recent for support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

**Q50g\_RESPSH**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not offered in this situation.

---

**RESPONSE PRACTICES: SEXUAL ASSAULT BARRIERS**

**Q51\_RESPSABAR**

*[DISPLAY IF Q50G\_RESPSH IS SELECTED]* Why was support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] not offered in this situation?

*Please select all that apply.*

**Q51a\_RESPSABAR**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not needed in this situation.

**Q51b\_RESPSABAR**

You felt you did not have enough information about the situation.

**Q51c\_RESPSABAR**

You were uncomfortable discussing this topic with other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

**Q51d\_RESPSABAR**

You were not sure how to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

**Q51e\_RESPSABAR**

You felt it was inappropriate for you to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

**Q51f\_RESPSABAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

---

**RESPONSE PRACTICES: SUICIDE IDEATION**

**Q52\_RESPSUI**

*[DISPLAY IF Q45D\_RESP IS SELECTED]* After assisting the [FILL 7: CADET/MIDSHIPMAN] under your command who had thoughts of self-harm or suicide ideation, which support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] did you offer? *If you have had multiple [FILL 3: CADETS/MIDSHIPMEN] with thoughts of self-harm or suicide ideation, think about the most recent situation.*

*Please select all that apply.*

**Q52a\_RESPSUI**

Demonstrated how leadership cares about the success of [FILL 3: CADETS/MIDSHIPMEN] by having resources available and reinforcing that there is no retaliation for seeking support. *(Source: DEOCS Factor Rating Interpretation Guide: Fairness)*

**Q52b\_RESPSUI**

Discussed how each [FILL 7: CADET/MIDSHIPMAN] contributes value to the [FILL 5: COMPANY/SQUADRON]. *(Source: DEOCS Factor Rating Interpretation Guide: Engagement and Commitment)*

**Q52c\_RESPSUI**

Reviewed with [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] how to safely store all types of lethal items. *(Source: DEOCS Factor Rating Interpretation Guide: Safe Storage of Lethal Means)*

**Q52d\_RESPSUI**

Other support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

**Q53e\_RESPSUI**

The [FILL 3: CADETS/MIDSHIPMEN] situation was too recent for support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

**Q52f\_RESPSUI**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not offered in this situation.

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**RESPONSE PRACTICES: SUICIDE IDEATION BARRIERS**

**Q53\_RESPSUIBAR**

[DISPLAY IF Q52F\_RESPSUI IS SELECTED] Why was support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] not offered in this situation?

*Please select all that apply.*

**Q53a\_RESPSUIBAR**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not needed in this situation.

**Q53b\_RESPSUIBAR**

You felt you did not have enough information about the situation.

**Q53c\_RESPSUIBAR**

You were uncomfortable discussing this topic with other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

**Q53d\_RESPSUIBAR**

You were not sure how to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

**Q53e\_RESPSUIBAR**

You felt it was inappropriate for you to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

**Q53f\_RESPSUIBAR**

Something else: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

### **RESPONSE PRACTICES: HAZING OR BULLYING**

#### **Q54\_RESPHAZ**

*[DISPLAY IF Q45E\_RESP IS SELECTED]*

After assisting the [FILL 7: CADET/MIDSHIPMAN] under your command involved in hazing or bullying, which support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] did you offer? *If you have had multiple [FILL 3: CADETS/MIDSHIPMEN] involved in hazing or bullying, think about the most recent situation.*

*Please select all that apply.*

#### **Q54a\_RESPHAZ**

- Led discussion of motivating approaches to ensure professional growth.  
*(Source: DEOCS Factor Rating Interpretation Guide: Transformational Leadership)*

#### **Q54b\_RESPHAZ**

- Enforced [FILL 10: ACADEMY] policies regardless of the role or identity of the [FILL 3: CADETS/MIDSHIPMEN] involved. *(Source: DEOCS Factor Rating Interpretation Guide: Fairness)*

#### **Q56c\_RESPHAZ**

- Reflected with your [FILL 5: COMPANY/SQUADRON] as a group on the various levels of professionalism associated with speaking up about the behavior versus keeping quiet about it. *(Source: DEOCS Factor Rating Interpretation Guide: Transformational Leadership)*

#### **Q54d\_RESPHAZ**

- Shared the perspective that bonds within [FILL 5: COMPANY/SQUADRON] and [FILL 5: COMPANY/SQUADRON] performance are built on mutual safety, trust, and respect. *(Source: DEOCS Factor Rating Interpretation Guide: Cohesion)*

#### **Q54e\_RESPHAZ**

- Other support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

#### **Q54f\_RESPHAZ**

- The [FILL 3: CADETS/MIDSHIPMEN] situation was too recent for support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

#### **Q54g\_RESPHAZ**

- Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not offered in this situation.

### **RESPONSE PRACTICES: HAZING OR BULLYING BARRIERS**

#### **Q55\_RESPHAZBAR**

*[DISPLAY IF Q54G\_RESPHAZ IS SELECTED]* Why was support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] not offered in this situation?

*Please select all that apply.*

#### **Q55a\_RESPHAZBAR**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not needed in this situation.

#### **Q55b\_RESPHAZBAR**

You felt you did not have enough information about the situation.

#### **Q55c\_RESPHAZBAR**

You were uncomfortable discussing this topic with other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

#### **Q55d\_RESPHAZBAR**

You were not sure how to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

#### **Q55e\_RESPHAZBAR**

You felt it was inappropriate for you to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

#### **Q55f\_RESPHAZBAR**

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]

---

### **RESPONSE PRACTICES: RACIAL HARASSMENT**

#### **Q56\_RESPRH**

*[DISPLAY IF Q45F\_RESP IS SELECTED]*

After assisting the [FILL 7: CADET/MIDSHIPMAN] under your command involved in racial harassment, which support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] did you offer? *If you have had multiple [FILL 3: CADETS/MIDSHIPMEN] involved in racial harassment, think about the most recent situation.*

*Please select all that apply.*

**Q56a\_RESPRH**

Demonstrated healthy and respectful ways [FILL 3: CADETS/MIDSHIPMEN] should interact to maintain unit cohesion. *(Source: DEOCS Factor Rating Interpretation Guide: Cohesion)*

**Q56b\_RESPRH**

Enforced [FILL 10: ACADEMY] policies regardless of the role or identity of the [FILL 3: CADETS/MIDSHIPMEN] involved. *(Source: DEOCS Factor Rating Interpretation Guide: Fairness)*

**Q56c\_RESPRH**

Reflected with your [FILL 5: COMPANY/SQUADRON] as a group on the various levels of professionalism associated with speaking up about the behavior versus keeping quiet about it. *(Source: DEOCS Factor Rating Interpretation Guide: Transformational Leadership)*

**Q56d\_RESPRH**

Shared the perspective that bonds within [FILL 5: COMPANY/SQUADRON] and [FILL 5: COMPANY/SQUADRON] performance are built on mutual safety, trust, and respect. *(Source: DEOCS Factor Rating Interpretation Guide: Cohesion)*

**Q56e\_RESPRH**

Other support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON]: Please do not include personally identifiable information, including information and/or details that could be used to identify you or others. *[WRITE-IN RESPONSE] [RANGE: 500 CHARACTERS]*

**Q56f\_RESPRH**

The [FILL 3: CADETS/MIDSHIPMEN] situation was too recent for support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

**Q56g\_RESPRH**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not offered in this situation.

---

**RESPONSE PRACTICES: RACIAL HARASSMENT**

**Q57\_RESPRH**

*[DISPLAY IF Q56G\_RESPRH IS SELECTED]* Why was support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] not offered in this situation?

*Please select all that apply.*

**Q57a\_RESPRHBAR**

Support or guidance for other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] was not needed in this situation.

[Q57b\\_RESPRHBAR](#)

You felt you did not have enough information about the situation.

[Q57c\\_RESPRHBAR](#)

You were uncomfortable discussing this topic with other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON].

[Q57d\\_RESPRHBAR](#)

You were not sure how to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

[Q57e\\_RESPRHBAR](#)

You felt it was inappropriate for you to provide support or guidance to other [FILL 3: CADETS/MIDSHIPMEN] in your [FILL 5: COMPANY/SQUADRON] in this situation.

[Q57f\\_RESPRHBAR](#)

Something else: *Please do not include personally identifiable information, including information and/or details that could be used to identify you or others.* [\[WRITE-IN RESPONSE\]](#) [\[RANGE: 500 CHARACTERS\]](#)

---

## G. Background (Min: 5 items, Max: 5 items)

These last few questions are about you and your military experience.

---

### **AGE**

[Q58\\_DEM\\_AGE](#)

How old are you?

- [1](#) m Under 25
- [2](#) m 25-29
- [3](#) m 30-34
- [4](#) m 35 to 39
- [5](#) m 40 and over
- [6](#) m Prefer not to answer

---

**SEX**

**Q59\_DEM\_SEX**

What is your sex?

**1** m Female  
**2** m Male

---

**TIME IN CURRENT ROLE**

**Q60\_DEM\_TIMEROLE**

How long have you served in your current role?

**1** m 0-1 month  
**2** m 2-6 months  
**3** m 7-12 months  
**4** m 1-2 years  
**5** m 2+ years

---

**COMMAND TRAINING**

**Q61\_DEM\_COMTRAIN**

Have you completed either [FILL 21: COMMISSIONED OFFICER TRAINING] or [FILL 22: NON-COMMISSIONED OFFICER TRAINING]?

**1** m Yes  
**2** m No

---

**DISCIPLINE**

**Q63\_DEM\_DISCIPLINE**

What discipline area(s) did you focus on in your undergraduate and/or graduate programs of education (other than [FILL 21: COMMISSIONED OFFICER TRAINING] or [FILL 22: NON-COMMISSIONED OFFICER TRAINING])?

*Please select all that apply.*

**Q63a\_DEM\_DISCIPLINE**

Social and behavioral sciences (e.g., psychology, sociology, linguistics, political science)

**Q63b\_DEM\_DISCIPLINE**

Other (e.g., natural sciences, law, philosophy, medicine, aviation-related discipline)

## I. Conclusion

**Thank you for completing the [FILL 1: SURVEY TITLE]!**

We appreciate your participation in this survey, as the information will help improve efforts to prevent harmful behaviors.

If you have questions about this study, please email NORC at [CTTFeval@norc.org](mailto:CTTFeval@norc.org).

**Click the SUBMIT button and then you may close the window.**

---

**[END SURVEY]**

Thank you for your participation. You may close this tab and exit the page.

## **FAQ SCREEN**

***IT INFO: DISPLAY THIS SCREEN USING TOOL-TIP IF THE “FAQs” BUTTON IN THE FOOTER IS CLICKED. IN THE SCREEN THAT POPS UP, THERE SHOULD BE A “Close” BUTTON AT BOTH THE TOP AND THE BOTTOM OF THE SCREEN.***



# Frequently Asked Questions

## **Who is NORC at the University of Chicago (NORC)?**

NORC is a not-for-profit organization affiliated with the University of Chicago that has been conducting survey research in the public interest for government agencies, educational institutions, private foundations, non-profit organizations, and private corporations since 1941. For more information, visit [www.norc.org](http://www.norc.org).

## **What is the purpose of the survey?**

The DoD and Office of Force Resiliency have partnered with NORC at the University of Chicago, an objective, nonpartisan research organization to support an evaluation related to climate transformation activities at the Military Service Academies. Specifically, the purpose of the survey is to collect information to understand how company and squadron command team leaders perceive their roles in identifying and addressing situations that may lead to harmful behaviors among cadets and midshipmen at Military Service Academies (MSAs). For more information, visit the NORC evaluation page [here](#).

## **How do I know the survey is anonymous?**

NORC is not collecting any information that can be traced to you.

## **Am I required to complete the survey?**

The survey is voluntary. You may skip any questions or stop the questionnaire at any time without penalty. While you are not required to complete the survey, your participation is encouraged by the Department of Defense because your responses are important for the success of the evaluation.

## **How long will the survey take to complete?**

The survey will take about 20 minutes to complete.

## **Why should I participate?**

The benefits to your participation may include better harmful behavior prevention activities among cadets and midshipmen.

## **What is the survey about?**

The survey is about understanding the various approaches to preventing harmful behaviors at the MSAs.

## **I closed my survey, and it did not save any of my responses.**

Your responses are not saved until you submit the survey. If you accidentally close out or your survey window crashes, you will have to restart the survey.

**I returned to my survey after stepping away and now I get an error message that says, “Sorry Invalid Request”.**

This happens if you left the survey idle for more than 10 minutes. Because the survey is anonymous, and we do not have a way of accessing the survey where you left off, you will have to restart the survey if you exit unexpectedly.

**Who can I contact if I have questions about the survey, gift card, or evaluation?**

If you have any questions, please contact the NORC project team at [CTTFeval@norc.org](mailto:CTTFeval@norc.org).

## **Help Resource Screen**

**IT INFO:** DISPLAY THIS SCREEN USING TOOL-TIP IF THE “Helpful Resources” BUTTON IN THE FOOTER IS CLICKED. IN THE SCREEN THAT POPS UP, THERE SHOULD BE A “Close” BUTTON AT BOTH THE TOP AND THE BOTTOM OF THE SCREEN.



## Resource List

### **Military Resources**

*[DISPLAY IF Q1\_ACADEMY = “UNITED STATES MILITARY ACADEMY”]*

#### **Center for Personal Development**

Provides comprehensive, non-medical, and voluntary counseling services.

845-938-3022

After Hours: 845-591-7215

*[DISPLAY IF Q1\_ACADEMY = “UNITED STATES MILITARY ACADEMY”]*

#### **Military and Family Life Counselors (MFLC)**

Provides counseling services for situational stressors and are considered non-medical

Location: BLDG 622, throughout the barracks at USMA, 4<sup>th</sup> Floor of USMAPS, and

WPES/WPMS.

845-219-4199

*[DISPLAY IF Q1\_ACADEMY = “UNITED STATES MILITARY ACADEMY”]*

#### **Chaplain Services**

Tend to spiritual needs and provides confidential counseling

845-938-3316

24/7 Chaplain Crisis Line

845-401-8171

*[DISPLAY IF Q1\_ACADEMY = “UNITED STATES MILITARY ACADEMY”]*

#### **Center for Enhanced Performance (CEP)**

Not a clinical organization, but a safe and supportive space where cadets can go to seek out general advisement. Provides academic, performance psychology, and military enhancement programs for Cadets.

Location: 1<sup>st</sup> Floor Jefferson Hall (Southeast Wing)

*[DISPLAY IF Q1\_ACADEMY = “UNITED STATES NAVAL ACADEMY”]*

#### **USNA Chaplain Center**

410-293-1100

*[DISPLAY IF Q1\_ACADEMY = “UNITED STATES NAVAL ACADEMY”]*

#### **USNA Duty Chaplain**

443-871-2239 (after 5 pm)

*[DISPLAY IF Q1\_ACADEMY = “UNITED STATES NAVAL ACADEMY”]*

**MDC (Midshipmen Development Center)**  
410-293-4897

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**  
**USAFA Command Post**  
719-333-2633

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**  
**Military and Family Life Counselor (MFLC)**  
Experienced, licensed mental health professionals, Masters or Ph.D. level, provide non-medical counseling services, coaching, education and trainings to military service members, couples, families and groups. MFLCs can meet you anywhere (with the exception of your home).  
719-333-3444

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**  
**Military and Family Readiness Center**  
Provide programs and services to identify, assess, and minimize challenges to unit cohesion; strengthen operational readiness; and enable the development and sustainment of resilient, ready military members and families.  
719-333-3444

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**  
**Family Advocacy**  
Provides direct services that include crisis intervention and safety planning, counseling, risk assessment, and training in the field of domestic violence and child abuse.  
719-333-5207

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**  
**Employee Assistance Program (EAP)**  
A professional service that provides problem solving, coaching, information, consultations, counseling, resource identification, and support to all APE and NAF government civilian employees and members of their household.  
866-580-9078

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**  
**Chaplain Corps**  
Confidential individual counseling, relationship and family concerns, work issues, stress and anger management, suicidal ideations, spiritual concerns, and ethical issues  
719-333-3300

*Substance Use Resources*  
**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]**  
**Substance Use Disorder Clinic**  
Location: Building 656 Eichelberger Road  
845-938-7961

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]**  
**Mologne Cadet Health Clinic**  
Tobacco/Nicotine Free Empowerment Program  
Location: Building 606 Thayer Road  
845-938-3003

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]

**Center for Personal Development**

Tobacco Cessation Program

845-938-3022

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]

**Army Substance Abuse Program (ASAP)**

A Preventive program which can help if one starts to notice a correlation between unhealthy coping mechanisms and stressors. Non-medical intervention.

845-938-5847

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]

**Substance Use Disorder Clinical Clinic (SUDCC)**

Part of Keller Army Community Hospital. Does not require command involvement or an official enrollment into program.

845-938-7691

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]

**Alcohol & Drug Abuse Prevention Treatment (ADAPT)**

Assesses active duty members for substance related disorders, based on self or command referral. Provides prevention briefings for First Term Airmen Course and to duty sections upon request. Provides counseling to active duty members for substance related concerns.

719-333-5177

*Mental Health Resources*

**Military Crisis Line**

1 (800) 273-8255 and press 1

24/7 free and confidential crisis line for all service members.

**Military One Source**

1 (800) 342-9647

24/7 connection to information and resources available to service members and dependents. Military One Source can also provide virtual counseling services.

**DoD/VA Apps:**

**CBT-I Coach, Moving Forward, Breathe2Relax.**

All apps are free and are endorsed by the Department of Defense and The Veteran's Administrative (VA) Department.

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]

**Mental Health**

The Mental Health Clinic offers services for active duty members and cadets. They provide evidence-based treatment for managing life stressors including (but not limited to) anxiety, depression, and trauma.

719-333-5177

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]

**Peak Performance Center**

PPC offers services for cadets only. They provide evidence-based education for managing life stressors including (but not limited to) anxiety, depression, and school. They also focus on the full spectrum of performance optimization.

719-333-2107

*Sexual Assault and Domestic Violence Resources*

**DoD Safe Helpline**

(877) 995-5247 or chat at [online.safehelpline.org](http://online.safehelpline.org)

Anonymous, confidential support for members of the DoD community and their loved ones affected by sexual assault.

**Local FBI Field Office**

1-800-CALL-FBI

To report sextortion

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]**

**SHARP resource center**

Location: Washington Hall (IKE side), 2nd Floor above the Chaplains' offices.

Call or Text the West Point Sexual Assault 24/7 helpline: (845) 659-7467

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]**

**Family Advocacy Program**

Location: Building 606 Keller Army Community Hospital

Provides assistance in emotional and physical safety planning, and education regarding health and unhealthy and abusive relationship.

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"]**

**USNA SAPR Response Line (24/7)**

443-336-2637

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"]**

**Navy Sexual Harassment Hotline**

800-253-0931

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**

**Sexual Assault Prevention & Response (SAPR)**

The SAPR office provides 24/7 confidential trauma-informed care, advocacy, and ongoing nonclinical support.

719-333-7272

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]**

**Equal Opportunity**

Promotes an environment free from unlawful discrimination and sexual harassment in the workplace.

719-333-4258

*Bullying, Hazing, Harassment*

**[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]**

Call or Text 845-476-1391

*Other Resources*

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]

**Keller Army Community Hospital ER**

845-938-4004/4005

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]

**Keller Army Community Hospital Behavioral Health**

845-938-3441

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]

**USAFA Medical Clinic**

719-333-1111

### **Local Resources**

*Behavioral Health*

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]

**Gamet Health Behavioral Health**

845-333-1000

<https://www.gamethhealth.org>

Offers inpatient, outpatient, and emergency care.

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"]

**Anne Arundel County Department of Health**

<https://www.aahealth.org/behavioralhealth>

This website lists behavioral health programs, prevention services, and treatment resources for residents.

*Mental Health*

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES MILITARY ACADEMY"]

**Grief Services in Orange County**

<https://www.orangecountygov.com/630/Grief-Services-in-Orange-County>

This website lists local grief support groups, counseling services, and contact information.

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES NAVAL ACADEMY"]

**Anna Arundel Mental Health Agency**

410-222-7858

<https://aamentalhealth.org>

This website lists mental health programs, resources, and 24/7 crisis support services.

[DISPLAY IF Q1\_ACADEMY = "UNITED STATES AIR FORCE ACADEMY"]

**Colorado Crisis Services**

844-493-8255

<https://coloradocrisiservices.org>

Provides 24/7 crisis support via hotline, text, and in-person walk-in centers.

**After a Suicide Loss**

303-692-2000

<https://cdphe.colorado.gov>

Provides postvention support, resources, and guidance for individuals grieving suicide loss.

**Heartbeat Survivors After Suicide**

719-229-9657 and 719-238-2289

<https://www.heartbeatsurvivorsaftersuicide.org>

Provides free peer-led support, empathy, and guidance for grieving families.

### **National Resources**

#### *Substance Use Resources*

#### **Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline**

Toll-Free: 1 (800) 662-HELP (4357)

SAMHSA's National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders.

#### **SAMHSA Find Treatment**

877-726-4727

Findtreatment.gov

Helps locate mental health and substance use treatment by location and needs.

#### *Mental Health Resources*

#### **Suicide & Crisis Lifeline**

Toll-Free: Dial 988 or chat at 988Lifeline.org

This crisis lifeline provides 24/7 confidential support (via text, call, or chat) and help if you are feeling mental health struggles, emotional distress, depression, substance abuse concerns, and/or thoughts about suicide. Judgement-free counselors are available to provide immediate support.

#### **NAMI (National Alliance on Mental Illness) Helpline**

Toll-Free: 1 (800) 950-NAMI (6264)

The NAMI HelpLine is a free, nationwide peer-support service providing information, resource referrals, and support to people living with a mental health condition, their family members and caregivers, mental health providers, and the public. HelpLine staff and volunteers are experienced, well-trained, and able to provide guidance. Contact the NAMI HelpLine Monday through Friday, 10 AM - 10 PM ET, or email [info@nami.org](mailto:info@nami.org).

#### **National Mental Health Hotline**

866-903-3787

The hotline offers free 24/7 support and referrals for mental health-related challenges.

#### **AFSP Support Groups**

Toll-Free: 888-333-2377

The American Foundation for Suicide Prevention offers in-person and online support groups with a directory

#### **Alliance of Hope Community Forum**

Allianceofhope.org

The Forum provides a 24/7 online space for suicide loss survivors to connect.

#### **Crisis Text Line**

Text Free: 741741

24/7 text support for anyone experiencing emotional distress.

#### **Friends for Survival**

<https://friendsforsurvival.org>

Offers free peer support, education, and healing resources for suicide loss survivors.

**Grief.com**

818-762-7901

<https://grief.com>

Offers expert resources, tools, and guidance for navigating personal loss.

**The Center for Integrated Grief**

347-450-4891

<https://integratedgrief.com>

Provides remote grief therapy for loss, trauma, and life transitions. Costs vary.

*Sexual Assault, Domestic Violence, and Other Victim Resources*

**RAINN National Sexual Assault Hotline**

Toll-Free: 1 (800) 656-HOPE (4673), [hotline.rainn.org/online](http://hotline.rainn.org/online) or [hotline.rainn.org/es](http://hotline.rainn.org/es) (Español)

This hotline connects you to a trained staff member from a sexual assault service provider in your area. The staff member can provide confidential support (via online chat or call) in finding local resources, such as referrals for short- or long-term support and information about the laws in your community. The Rape, Abuse, Incest National Network (RAINN) is a partnership of more than 1,100 local rape treatment hotlines that maintains an online referral resource directing you to local rape crisis centers nationwide.

**National Domestic Violence Hotline**

Toll-Free: 1 (800) 799-7233 or chat at [thehotline.org](http://thehotline.org)

This hotline provides 24/7 support (via text, call, or chat) to talk confidentially if you are experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of your relationship.

**National Network to End Domestic Violence (NNEDV) Safety Net Project**

[techsafety.org](http://techsafety.org)

This website provides resources and information on the use of technology for agencies and survivors of domestic violence, sexual assault, stalking, and trafficking. These include survivor, agency, app safety center, confidentiality, and legal systems toolkits.

**National Network to End Domestic Violence (NNEDV)**

[womenslaw.org](http://womenslaw.org) or [womenslaw.org/es](http://womenslaw.org/es) (Español), Email Hotline: [hotline.womenslaw.org/public](http://hotline.womenslaw.org/public)

This website provides information relevant to anyone with questions about domestic violence, sexual violence, and other relevant topics. The email hotline site will provide legal information to anyone, not just women, who reaches out with legal questions or concerns regarding these topics.

**Love is Respect, National Dating Abuse Helpline**

Toll-Free: 1 (866) 331-9474 or text "LOVEIS" to 22522

This support line provides 24/7 assistance and help if you or someone you know is in an unhealthy or unsafe dating relationship, no matter how casual, or if you want to know more about personal safety and healthy relationships. Call center support is offered via text, call, or chat.

**National Center for Victims of Crime**

Toll-Free: 1 (855) 484-2846 helpline or [victimconnect.org](http://victimconnect.org)

This website has information to help victims of crimes learn about their rights and options confidentially. It provides a phone-based helpline, an online chat tool, and web-based information and service referrals. The hotline provides support and directs you to a state referral service for legal assistance or mental health care providers. They can also refer you to a local service provider who can provide more specific referrals. This number can be reached Monday-Friday from 12 PM-5 PM ET.

#### **National Human Trafficking Hotline**

Toll-Free: 1 (888) 373-7888, text "BeFree" to 233733, or visit [polarisproject.org](http://polarisproject.org)

This national hotline provides 24/7 support to answer calls, texts, and live chats from anywhere in the United States in more than 200 languages. The National Hotline's mission is to connect human trafficking victims and survivors to critical support and services to get help and stay safe and to equip the anti-trafficking community with the tools to combat all forms of human trafficking effectively.

#### **Nonconsensual Pornography Hotline**

Toll-Free: 1 (844) 878-2274 Cyber Civil Rights Initiative Helpline

This hotline provides 24/7 support to victims of nonconsensual pornography ("NCP", also known as "revenge porn"), recorded sexual assault (RSA), or sextortion. They can provide information, support, referrals, and non-legal advice.

#### **Stalking Prevention and Awareness Resource Center (SPARC)**

[stalkingawareness.org](http://stalkingawareness.org)

SPARC provides nationwide training, technical assistance, and resources to allied professionals, including victim service providers, law enforcement, prosecutors, court personnel, judges, corrections, treatment providers, mental health professionals, campus student conduct offices, campus police/security, Title IX offices, and others.